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ABSTRACT

This document reports the 2001-2002 salary data for all professional staff working in ARL (Association of Research Libraries) libraries. Data for 9,198 professional staff members were reported for the 1,130 ARL university libraries, including their law and medical libraries (859 staff members reported by 69 medical libraries and 724 staff members reported by 74 law libraries). For the 10 non-university ARL members, data were reported for 3,717 professional staff members. The tables are organized in seven major sections: (1) salary figures for all professionals working in ARL member libraries, including law and medical library data; (2) salary information for the 10 non-university research libraries of ARL; (3) data for the general library system of the university ARL members, combing U.S. and Canadian data but excluding law and medical data; (4) data on U.S. ARL university library members excluding law and medical data; (5) data on Canadian ARL university libraries excluding law and medical data; (6) data on medical libraries, combining U.S. and Canadian data; and (7) data on law libraries, combining U.S. and Canadian data. The university population is generally treated in three distinct groups: staff in the general library system, staff in the university medical libraries, and staff in the university law libraries. All branch libraries for which data were received, other than law and medical, are included in the general category, whether or not those libraries are administratively independent. Most tables show Canadian salaries converted into U.S. dollar equivalents; tables pertaining exclusively to staff in Canadian university libraries express salary data in Canadian dollars. Copies of the university and nonuniversity library questionnaires are included. A list of ARL member libraries and a table of numbering changes for 1998-99 to 1999-2000 are appended. (Contains 48 data tables.) (MES)

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ARL ANNUAL SALARY SURVEY
2001-02

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Custom reports based on the *Salary Survey* data are also available. Contact the ARL Statistics and Measurement Program Officer for further information.

The quantitative rank order tables presented in this publication are not indicative of performance and outcomes and should not be used as measures of library quality. In comparing any individual library to ARL medians or to other ARL members, one must be careful to make such comparisons within the context of differing institutional and local goals and characteristics.

Visit the ARL Statistics and Measurement Program online at <http://www.arl.org/stats/>.

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INTRODUCTION

The *ARL Annual Salary Survey 2001-02* reports salary data for all professional staff working in ARL libraries. The Association of Research Libraries (ARL) represents the interests of 124 libraries that serve major North American research institutions.[1] The Association operates as a forum for the exchange of ideas and as an agent for collective action to influence forces affecting the ability of these libraries to meet the future needs of scholarship. The ARL Statistics and Measurement program, which produces the *Salary Survey,* is organized around collecting, analyzing, and distributing quantifiable information describing the characteristics of research libraries. The *ARL Annual Salary Survey* is the most comprehensive and thorough guide to current salaries in large U.S. and Canadian academic and research libraries, and is a valuable management and research tool.

Data for 9,198 professional staff members were reported this year for the 113 ARL university libraries, including their law and medical libraries (859 staff members reported by 69 medical libraries and 724 staff members reported by 74 law libraries). For the 10 nonuniversity ARL members, data were reported for 3,717 professional staff members.

The tables are organized in seven major sections. The first section includes Tables 1 through 4, which report salary figures for all professionals working in ARL member libraries, including law and medical library data. The second section includes salary information for the 10 nonuniversity research libraries of ARL. The third section, entitled "ARL University Libraries," reports data in Tables 7 through 25 for the "general" library system of the university ARL members, combining U.S. and Canadian data but excluding law and medical data. The fourth section, composed of Tables 26 through 30, reports data on U.S. ARL university library members excluding law and medical data; the fifth section, Tables 31–34, reports data on Canadian ARL university libraries excluding law and medical data. The sixth section (Tables 35–41) and the seventh section (Tables 42–48) report on medical and law libraries, respectively, combining U.S. and Canadian data.

The university population is generally treated in three distinct groups: staff in the "general" library system, staff in the university medical libraries, and staff in the university law libraries. Any branch libraries for which data were received, other than law and medical, are included in the "general" category, whether or not those libraries are administratively independent. Footnotes for many institutions provide information on branch inclusion or exclusion.

In all tables where data from U.S. and Canadian institutions are combined, Canadian salaries are converted into U.S. dollar equivalents at the rate of 1.51919 Canadian dollars per U.S. dollar.[2] Tables 4 and 31 through 34, however, pertain exclusively to staff in Canadian university libraries, so salary data in those tables are expressed in Canadian dollars.

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[1] The University of Montreal became an ARL member in 2001; its salary data are included for the first time. The University of Louisville joined ARL during production of this publication; its data will be included for the first time in the *ARL Annual Salary Survey 2002-03.*

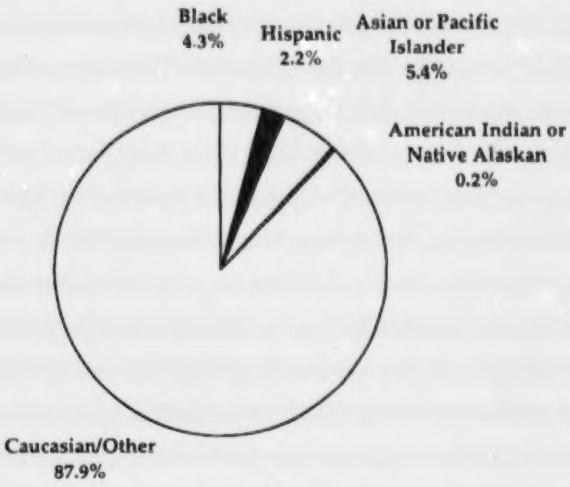
[2] This is the average monthly noon exchange rate published in the *Bank of Canada Review* for the period July 2000-June 2001.

RACE AND ETHNICITY

There were 1,009 minority professional staff reported in 99 U.S. ARL university libraries, including law and medical.[3] Note that the data for minority professionals comes only from the U.S. ARL university libraries following the Equal Employment Opportunity Commission (EEOC) definitions; Canadian law prohibits the identification of Canadians by ethnic category.

Currently, 12.1% of the professional staff in U.S. ARL university libraries (including law and medical) belongs to one of the four non-Caucasian categories for which ARL keeps records. The number of minorities in managerial or administrative positions in the largest U.S. academic libraries is far lower: 5.2% are directors (5 out of 96), 6.3% are associate or assistant directors (13 out of 361), and 10.1% are branch librarians (49 out of 487). Graph 1, below, depicts the overall racial/ethnic distribution of professional staff in U.S. ARL university libraries: Caucasian/Other 87.9%, Asian/Pacific Islander 5.4%, Black 4.3%, Hispanic 2.2%, and American Indian/Alaskan Native 0.2%. According to a 1998 survey by Mary Jo Lynch, data from the American Library Association (ALA) show that the sample of academic libraries surveyed by ALA has a higher representation of Blacks, Asian/Pacific Islanders, and American Indian/Alaskan Native than ARL libraries.[4]

Graph 1
Ethnicity/Race of Professional Staff in U.S. ARL University Libraries, 2001-02



Minority professional staff in U.S. ARL university libraries continues to be disproportionately distributed across the country. Using Figure 1, we can compare the number of minority staff with other staff, region by region. These patterns of distribution have been relatively stable for the entire history of ARL's data-collection experience. Minorities are underrepresented in the New England, Middle Atlantic, East North Central, West North Central, East South Central, and Mountain regions (see Table 25 for a definition of the regions). Proportionately to other regions, there are more minorities in the South Atlantic, West South Central, and Pacific areas.

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[3] The University of Colorado offers its librarians the option of not reporting race and ethnicity. The University of Minnesota forbids the tracking of racial and ethnic classification altogether. See Footnotes.

[4] Mary Jo Lynch, "Librarians' Salaries: Smaller Increases This Year," *American Libraries* 29.10 (1998): 66-70. Also available at <http://www.ala.org/alaorg/ors/racethnc.html>.

Figure 1

MINORITY PROFESSIONALS BY REGION (U.S.)
IN ARL UNIVERSITY LIBRARIES, FY 2001-02

	New England	Middle Atlantic	E North Central	W North Central	South Atlantic	East S Central	West S Central	Mountain	Pacific	TOTAL	%
Race/Ethnicity Category											
Black	33	53	62	27	101	19	30	10	23	358	35.48%
Hispanic	21	25	25	5	32	1	27	23	24	183	18.14%
Asian	55	68	71	14	60	5	39	18	122	452	44.80%
AI/AN[5]		2	3		4			2	5	16	1.59%
Minority Total	109	148	161	46	197	25	96	53	174	1,009	100.00%
Minority Percent	10.80%	14.67%	15.96%	4.56%	19.52%	2.48%	9.51%	5.25%	17.24%	100.00%	12.10%
Nonminority Total	1,089	1,123	1,300	481	1,190	314	599	404	828	7,328	
Nonminority Percent	14.86%	15.32%	17.74%	6.56%	16.24%	4.28%	8.17%	5.51%	11.30%	100.00%	87.90%
Regional Percent Total staff	14.37%	15.25%	17.52%	6.32%	16.64%	4.07%	8.34%	5.48%	12.02%	100.00%	100.00%
Proportional Minority Representation	-27.31%	-4.29%	-10.06%	-30.54%	20.23%	-42.18%	16.40%	-4.72%	52.62%		

ARL recognizes the difficulties that the profession has in attracting a diverse workforce and continues to work actively in the development of workplace climates that embrace diversity. The ARL Diversity Program, through its Leadership and Career Development Program and the Initiative to Recruit a Diverse Workforce, emphasizes ARL and its members' commitment to creating a diverse academic and research library community to better meet the new challenges of global competition and changing demographics. Further, the Diversity Program focuses on issues surrounding work relationships in libraries while considering the impact of diversity on library services, interactions with library users, and the development of collections, through such venues as its online publication, *Leading Ideas*.[6]

Women comprise 69.28% of staff in the four racial/ethnic groups counted as minorities, as compared to 63.69% of Caucasian/Other staff in all U.S. ARL university libraries. The overall gender balance in the 113 Canadian and U.S. university libraries (including law and medical) is 35.38% male and 64.62% female. See Figure 1, above, and Figure 2, below, for more detail on race/ethnic and gender distribution.

---

[5] American Indian/Alaskan Native.

[6] For more information on the ARL Diversity Program see <http://www.arl.org/diversity/>. *Leading Ideas* is available at <http://www.arl.org/diversity/leading/index.html>.

Figure 2

RACE/ETHNICITY AND SEX DISTRIBUTION OF PROFESSIONAL STAFF IN ARL UNIVERSITY LIBRARIES FY 2001-02

United States

	Men		Women		Total
	Number of Staff	Percent of Total	Number of Staff	Percent of Total	
Main	2,556	37.17%	4,320	62.83%	6,876
Medical	192	24.62%	588	75.38%	780
Law	223	32.75%	458	67.25%	681
Minority[7]	310	30.72%	699	69.28%	1,009
Non-minority	2,661	36.31%	4,667	63.69%	7,328
All	2,971	35.64%	5,366	64.36%	8,337

Canada

	Men		Women		Total
	Number of Staff	Percent of Total	Number of Staff	Percent of Total	
Main	255	34.51%	484	65.49%	739
Medical	12	15.19%	67	84.81%	79
Law	16	37.21%	27	62.79%	43
All	283	32.87%	578	67.13%	861

United States and Canada (Combined)

	Men		Women		Total
	Number of Staff	Percent of Total	Number of Staff	Percent of Total	
Main	2,811	36.91%	4,804	63.09%	7,615
Medical	204	23.75%	655	76.25%	859
Law	239	33.01%	485	66.99%	724
All	3,254	35.38%	5,944	64.62%	9,198

GENDER DATA

Many readers of previous surveys have inquired about evidence of gender-based salary differentials in ARL libraries. Data on salary comparisons for directors also are frequently requested. After five consecutive years of female library directors receiving the highest average salary of any position in university libraries, the average salary for male directors increased in 2001-02 to surpass that of their female counterparts (see Table 17). Also, the number of women in the top administrative library position (for instance, 53 women directors out of 110 total directorships were reported this year) has been growing steadily in recent years.

Looking at other job categories, though, as Table 17 demonstrates, average salaries for men in most cases still surpass those of women in the same job category. For only 12 categories of the 27 used in the tables do the average salaries of women exceed those of men, and the overall salary for women is still only 94.2% that of men for the 113 ARL university libraries. Table 18 provides average years of professional experience for many of the same staffing categories for which salary data are shown in Table 17, revealing that experience differentials between men and women cannot account fully for the salary differentials. Table 19 further reveals that the average salary for men is consistently higher than the average salary for women in every one of the experience cohorts, a pattern that is also repeated for minority librarians: the average salary for minority men is higher than that for minority women in nine of the ten experience cohorts (see Table 30).

---

[7] Includes staff in medical and law libraries.

There is also a sense that the gender gap persists in academe in areas beyond the library and that a renewed commitment to resolve the problem is needed.[8] A variety of reasons have been offered as to why these trends persist, most notably the perception that work is peripheral in a woman's life and, consequently, female-dominated professions are undervalued. Librarianship is predominantly and persistently a woman's profession. The scarcity of men in the profession has been well documented in many studies—the largest percentage of men employed in ARL libraries was 38.2% in 1980-81; since then men have consistently represented about 35% of the professional staff in ARL libraries.

INSTITUTIONAL CHARACTERISTICS AND SALARIES

A. PUBLIC AND PRIVATE INSTITUTIONS

Salaries in private U.S. ARL university libraries continue to exceed those paid in publicly supported U.S. university libraries. In FY 2001-02, the differential increased to 6.4%, or an average of $3,522 more paid for a position in a private institution. However, in some cases—Heads of Reference, Cataloging, Serials, Documents/Maps, and Circulation; Reference Librarians with over 14 years of experience, and Other Librarians with over 5 years of experience—average salaries in the public sector exceed those paid for similar positions in private university libraries (see Table 21).

B. LIBRARY SIZE

Library size, as measured by the number of professional staff, is another significant determinant of salary. As a rule, the largest libraries pay the highest average salaries, not only overall, but for specific positions as well. The cutoff staffing levels used to determine the largest cohort of libraries, after declining in every year since 1995-96, held steady at 110 in 2001-02.[9] For the third consecutive year, the second largest cohort of libraries, with staff levels between 75 and 110, has the highest average salary, $57,833, compared to $57,046 for the largest cohort (staff over 110). Libraries with staff of 50-74 professionals paid an average salary of $53,520 and those with staff between 22 and 49 paid $52,250. The difference in salaries between the highest paying cohort and the lowest paying cohort is $5,583, almost one-fifth larger than last year's difference of $4,659 (see Table 23).

C. GEOGRAPHIC AREA

The highest salaries are found in the Pacific area (see Table 25), followed by New England and the Middle Atlantic. All three areas have overall average salaries higher than $57,000, with the Pacific region averaging as high as $64,740. Canada is the region with the lowest average salary; Canadian salaries, as converted into U.S. dollars, have declined irregularly since the early 1990s as a result of the declining purchasing power of the Canadian dollar (Table 4). Among U.S. libraries, salaries in the East South Central region are lowest, followed by the West South Central, West North Central, and South Atlantic regions.

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[8] There are many instances citing the continuation of gender inequity in academia. See, for example: Denise K. Manger's articles in the *Chronicle of Higher Education*, "Faculty Salaries Increased 3.7% in 1999-2000" (14 Apr. 2000: A20) and "Faculty Salaries are Up 3.6%, Double the Rate of Inflation" (23 Apr. 1999: A16); D. W. Miller, "Salary Gap Between Male and Female Professors Grows Over the Years, Study Suggests," *Chronicle of Higher Education*, Today's News, 27 Apr. 2000, <http://chronicle.com/daily/2000/ 04/2000042702n.htm>; and Yolanda Moses, "Salaries in Academe: The Gender Gap Persists," *Chronicle of Higher Education* 12 Dec. 1997: A60.

[9] In 1995-96, the largest cohort of libraries was determined based on staff over 124; in 1996-98, over 120; in 1998-99, over 115; and in 1999-2000 and 2000-01, over 110. See Table 23.

D. RANK STRUCTURE

Rank structure continues to provide a useful framework for examining professional salaries in ARL university libraries. Figure 4, below, displays average salary and years of experience in the most commonly used rank structures. Readers should be aware that many individuals have a rank that does not fit into the rank structure the library utilizes. Most commonly, directors may have no rank or a rank outside the structure, and it is common for non-librarians included in the survey (business officers, personnel staff, computer specialists, etc.) to be unranked, as well.

The pattern of relationships between rank and salary seen in past years continues, where higher rank is associated with higher average years of experience and a higher salary. Over 60% (5,520 professionals) of the 9,198 librarians in ARL university member libraries occupy a rank within these three most commonly found ranking systems. And the largest number of professionals (3,106, or 33.8% of all librarians in this survey) occupies a rank in a four-step rank structure.

Figure 4

AVERAGE SALARIES AND AVERAGE YEARS OF EXPERIENCE OF LIBRARY PROFESSIONALS IN LIBRARIES WITH THREE, FOUR, AND FIVE STEP RANK STRUCTURES
FY 2001-02

	Three-Step		Four-Step		Five-Step	
	Salary	Experience	Salary	Experience	Salary	Experience
Librarian 1	41,500	8.6	38,984	6.7	37,979	6.2
Librarian 2	51,471	17.3	45,879	12.4	46,713	11.9
Librarian 3	69,083	23.5	53,949	19.6	54,087	19.5
Librarian 4			66,467	24.7	64,547	22.5
Librarian 5					69,908	25.4
No. of Staff	1,247		3,106		1,167	

INFLATION EFFECT

Tables 2 and 6 reveal changes in beginning professional and median salaries, as well as changes in the U.S. Bureau of Labor's Cost of Living Index (CPI-U) for university and nonuniversity research libraries. Table 3 is similar to Table 2, but reports data only on U.S. libraries. Table 4 shows trend data for Canadian libraries and compares them to the Canadian Consumer Price Index changes. Tables 2, 3, and 4 include law and medical library staff in ARL university libraries. All tables indicate that the purchasing power of professionals working in ARL libraries is barely keeping up with inflation.

The median salary for all ARL libraries was $50,724 in 2001-02; for only U.S. ARL libraries it was $51,806; and for Canadian ARL libraries it was $42,928, converted at the rate of 1.51919 Canadian dollars to 1 U.S. dollar,[10] or $65,215 in Canadian dollars.

Table 6 reveals that the median salary for nonuniversity staff has increased about 4% in the last year. The median salary for combined U.S. and Canadian university libraries increased 3.4% (Table 2); for U.S. salaries 4.1% (Table 3), and for Canadian salaries denominated in Canadian dollars 2.1% (Table 4). At the same time, the U.S. Consumer Price Index increased 2.7% in the last year and the Canadian Consumer Price Index increased 2.6%.

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[10] This is the average monthly noon exchange rate published in the *Bank of Canada Review* for the period July 2000-June 2001 and is used in converting 2001-02 figures that are collected as of July 2001.

Beginning salaries have increased their purchasing power faster than overall salary gains. The median beginning salary in ARL university libraries is $34,000 (a 3.4% increase from last year); in ARL nonuniversity research libraries it is $34,389 (a 8.2% increase).

Libraries are facing serious human resources issues, as the demand for professionals with advanced technological skills pushes salaries up while libraries seem unable to adjust their salary structures beyond accounting for inflation. As people are hired with higher beginning salaries, the inability to adjust the overall salary structure to achieve some equity for the experienced staff members is another factor that contributes to slow salary growth. This, combined with other evidence from the *ARL Statistics*, shows libraries' proportion of materials and operating expenditures increasing faster than salaries, providing a future picture of libraries spending proportionately less on salaries which are fighting to keep up with inflation.

Readers are reminded that these data reflect only salaries, and that there are other compensation issues, which may have influenced the pattern of salaries in various institutions. In addition, a highly standardized structure for capturing data has been used, which may portray results in a way that cannot be fully representative of a local context.

Martha Kyrillidou
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June 27, 2002

SALARY LEVELS FOR STAFF IN ARL LIBRARIES

Tables 1–4

TABLE 1: DISTRIBUTION BY SALARY LEVEL*

Figures in columns headed by fiscal year show the number of filled professional positions. Columns headed by cum. % show the percentage of all filled positions with salaries equal to or more than the beginning of each salary range. For example, in FY 2001-02, 58% of all ARL university librarians earned more than $48,000, as did 80.4% of all ARL nonuniversity librarians.

	University Librarians				Nonuniversity Librarians			
Salary Range	**FY 2000-01**	**cum. %**	**FY 2001-02**	**cum. %**	**FY 2000-01**	**cum. %**	**FY 2001-02**	**cum. %**
More than $200,000	7	0.1	10	0.1	1	0.0	1	0.0
175,000 - 199,999	12	0.2	25	0.4	0	0.0	0	0.0
150,000 - 174,999	34	0.6	29	0.7	1	0.1	1	0.1
140,000 - 149,999	27	0.9	32	1.0	3	0.1	4	0.2
130,000 - 139,999	25	1.2	36	1.4	78	2.2	88	2.5
120,000 - 129,999	51	1.8	41	1.9	14	2.6	15	2.9
110,000 - 119,999	38	2.2	45	2.4	132	6.1	168	7.5
100,000 - 109,999	75	3.0	96	3.4	126	9.5	111	10.4
95,000 -99,999	40	3.5	71	4.2	67	11.3	145	14.3
90,000 -94,999	97	4.6	106	5.3	166	15.8	122	17.6
85,000 -89,999	98	5.7	131	6.8	120	19.0	99	20.3
80,000 -84,999	139	7.2	203	9.0	80	21.1	218	26.2
75,000 -79,999	240	9.9	324	12.5	264	28.2	167	30.6
70,000 -74,999	266	12.9	384	16.7	174	32.9	203	36.1
65,000 -69,999	552	19.2	480	21.9	372	42.8	535	50.5
60,000 -64,999	637	26.3	745	30.0	394	53.4	335	59.5
55,000 -59,999	796	35.3	889	39.6	416	64.5	299	67.6
50,000 -54,999	1,080	47.4	1,183	52.5	296	72.5	356	77.1
48,000 -49,999	527	53.4	507	58.0	122	75.7	123	80.4
46,000 -47,999	562	59.7	551	64.0	152	79.8	89	82.8
44,000 -45,999	563	66.0	569	70.2	120	83.0	150	86.9
42,000 -43,999	520	71.9	552	76.2	134	86.6	70	88.8
40,000 -41,999	549	78.1	544	82.1	105	89.4	40	89.8
38,000 -39,999	540	84.2	497	87.5	50	90.8	95	92.4
36,000 -37,999	451	89.2	358	91.4	73	92.7	85	94.7
34,000 -35,999	362	93.3	335	95.1	68	94.6	21	95.2
32,000 -33,999	247	96.1	186	97.1	118	97.7	115	98.3
30,000 -31,999	172	98.0	118	98.4	58	99.3	35	99.3
29,000 -29,999	44	98.5	34	98.7	10	99.5	12	99.6
28,000 -28,999	39	99.0	28	99.0	7	99.7	8	99.8
27,000 -27,999	27	99.3	26	99.3	6	99.9	3	99.9
26,000 -26,999	19	99.5	24	99.6	0	99.9	2	99.9
25,000 -25,999	17	99.7	23	99.8	3	100.0	0	99.9
24,000 -24,999	11	99.8	6	99.9	1	100.0	2	100.0
23,000 -23,999	10	99.9	3	99.9				
22,000 -22,999	3	99.9	4	99.9				
21,000 -21,999			1	99.9				
Less than 21,000	5	100.0	2	100.0				
Total Positions	**8,882**		**9,198**		**3,731**		**3,717**	
Median Salary	**$49,068**		**$50,724**		**$62,521**		**$65,025**	

* Canadian salaries expressed in U.S. dollars. Includes medical and law libraries.

TABLE 2: SALARY TRENDS IN ARL UNIVERSITY LIBRARIES[*]

Salary figures for the current year are displayed in the context of the previous years and compared to the changes in the Consumer Price Index (CPI) to show trends in the purchasing power of median and beginning professional salaries. Salary figures and CPI numbers have been converted to adjusted indexes using July 1984 as the base. Actual CPI data retrieved from the U.S. Department of Labor, Bureau of Labor Statistics' *Consumer Price Index for All Urban Consumers - (CPI-U),* located at <http://146.142.4.24/cgi-bin/surveymost?cu>.

Fiscal Year	No. of Libs.	Total Staff	Median Salary[†]	BPS[‡] Median	Median Salary Index	BPS[‡] Index	Actual CPI	Adjusted CPI
2001-02	113	9,198	$50,724	$34,000	194.3	206.1	177.5	170.8
2000-01	112	8,882	49,068	32,879	188.0	199.3	172.8	166.3
1999-2000	111	8,595	47,377	31,100	181.5	188.5	166.7	160.4
1998-99	110	8,400	45,775	30,000	175.2	181.7	163.2	156.9
1997-98	110	8,414	44,534	28,500	170.5	172.6	160.5	154.3
1996-97	109	8,325	43,170	27,687	165.3	167.7	157.0	151.0
1995-96	108	8,231	41,901	27,000	160.5	163.6	152.5	146.7
1994-95	108	8,216	41,088	26,000	157.4	157.6	148.4	142.8
1993-94	108	8,132	40,225	25,834	154.1	156.6	144.4	139.0
1992-93	108	8,212	39,265	25,000	150.4	151.5	140.2	134.9
1991-92	107	8,256	38,537	24,000	147.7	145.5	136.2	131.1
1990-91	107	8,382	36,701	23,800	140.6	144.2	130.7	125.8
1989-90	107	8,253	34,629	22,000	132.7	133.3	124.0	119.3
1988-89	107	8,087	32,461	20,400	124.4	123.6	118.3	113.9
1987-88	106	7,962	30,534	19,460	117.0	117.9	113.6	109.3
1986-87	105	7,718	28,941	18,250	110.9	110.6	109.6	105.5
1985-86	105	7,543	27,485	17,500	105.3	106.1	107.6	103.6
1984-85	104	7,161	26,100	16,500	100.0	100.0	103.9	100.0

[*] Canadian salaries expressed in U.S. dollars.
[†] Includes medical and law libraries.
[‡] Beginning professional salary.

TABLE 3: SALARY TRENDS IN U.S. ARL UNIVERSITY LIBRARIES*

Salary figures for the current year are displayed in the context of previous years and compared to the changes in the U.S. Consumer Price Index (CPI) to show trends in the purchasing power of median and beginning professional salaries. Salary figures and CPI numbers have been converted to adjusted indexes, using July 1984 as the base. Actual CPI data retrieved from the U.S. Department of Labor, Bureau of Labor Statistics' *Consumer Price Index for All Urban Consumers - (CPI-U),* located at <http://146.142.4.24/cgi-bin/surveymost?cu>.

Fiscal Year	No. of Libs.	Total Staff	Median Salary	Median Salary Change	Median Salary Index	Actual CPI	Adjusted CPI	CPI Change
2001-02	99	8,337	$51,806	4.1%	199.7	177.5	170.8	2.7%
2000-01	99	8,127	49,753	3.7	191.8	172.8	166.3	3.7
1999-2000	98	7,858	48,000	4.1	185.0	166.7	160.4	2.1
1998-99	97	7,671	46,130	3.6	177.8	163.2	157.1	1.7
1997-98	97	7,682	44,544	3.4	171.7	160.5	154.5	2.2
1996-97	96	7,562	43,084	3.4	166.1	157.0	151.1	3.0
1995-96	95	7,435	41,651	2.7	160.5	152.5	146.8	2.8
1994-95	95	7,401	40,573	3.4	156.4	148.4	142.8	2.8
1993-94	95	7,390	39,257	3.0	151.3	144.4	139.0	3.0
1992-93	95	7,375	38,124	3.0	146.9	140.2	134.9	2.9
1991-92	94	7,408	37,009	3.5	142.6	136.2	131.1	4.2
1990-91	94	7,543	35,761	5.2	137.8	130.7	125.8	5.4
1989-90	94	7,344	34,000	5.8	131.0	124.0	119.3	4.8
1988-89	94	7,252	32,149	5.4	123.9	118.3	113.9	4.1
1987-88	93	7,145	30,492	5.1	117.5	113.6	109.3	3.6
1986-87	92	6,886	29,021	6.5	111.9	109.6	105.5	1.9
1985-86	91	6,707	27,249	5.0	105.0	107.6	103.6	3.6
1984-85	91	6,456	25,946	6.9	100.0	103.9	100.0	

* Includes medical and law libraries in median salary.

TABLE 4: SALARY TRENDS IN CANADIAN ARL UNIVERSITY LIBRARIES*

Salary figures for the current year are displayed in the context of previous years. Canadian salaries are presented in both U.S. $ and Canadian $ denominations and the annual exchange rate used in the salary surveys is also listed. Canadian salaries are also compared to the changes in the Canadian Consumer Price Index (CPI) to show trends in the purchasing power of median Canadian salaries. CPI number changes are based on July CPI figures. The Canadian CPI change is indicated in the 21 August 2001 edition of *The Daily*, a Statistics Canada publication, at <http://www.statcan.ca/Daily/English/010821/d010821a.htm>

Fiscal Year	No. of Libs.	Total Staff	Median Salary in U.S. $[†]	Median Salary Change[†]	Exchange Rate	Median Salary in Can. $	Median Salary Change	Canadian CPI Change
2001-02	14	861	$42,928	-1.1%	1.51919	$65,215	2.1%	2.6%
2000-01	13	755	43,394	5.0	1.47192	63,873	2.4	3.0
1999-2000	13	737	41,316	-3.8	1.5103	62,400	2.4	1.8
1998-99	13	729	42,963	-2.7	1.4177	60,909	0.9	1.0
1997-98	13	732	44,167	1.4	1.3663	60,346	1.7	1.8
1996-97	13	764	43,569	0.9	1.3613	59,310	-0.4	1.2
1995-96	13	796	43,173	-1.7	1.3794	59,554	1.3	2.5
1994-95	13	815	43,919	-6.0	1.3381	58,768	0.7	0.2
1993-94	13	816	46,744	-4.3	1.2488	58,374	2.9	1.6
1992-93	13	837	48,820	2.7	1.1623	56,744	3.4	1.3
1991-92	13	847	47,519	5.5	1.1547	54,870	3.6	5.8
1990-91	13	839	45,023	15.1	1.1759	52,942	12.5	4.2
1989-90	13	853	39,117	12.3	1.2026	47,042	5.3	5.4
1988-89	13	837	34,826	11.7	1.2826	44,668	5.3	3.8
1987-88	13	817	31,178	10.9	1.3602	42,408	9.1	4.7
1986-87	13	831	28,123	-1.9	1.3817	38,858	1.2	4.2
1985-86	13	829	28,666	1.1	1.3388	38,378	7.9	3.8
1984-85	12	705	28,346	-0.8	1.2548	35,569	0.8	4.2
Average				2.7%			3.6%	3.0%

* Canadian salaries expressed in U.S. dollars.

[†] Includes medical and law libraries in median salary.

ARL NONUNIVERSITY LIBRARIES

Tables 5–6

TABLE 5: MEDIAN AND BEGINNING PROFESSIONAL SALARIES IN ARL NONUNIVERSITY LIBRARIES*

		Median Salaries		Beginning Salaries	
	No. of Staff	FY 2000-01	FY 2001-02	FY 2000-01	FY 2001-02
Boston Public Library †	207	$49,151	$49,360	$24,507	$34,928
Canada Institute for Scientific and Technical Information *	148	38,112	38,244	27,238	26,918
Center for Research Libraries	22	42,000	41,453	30,305	30,305
Library of Congress †	2,544	66,564	69,099	35,310	36,656
National Agricultural Library †	98	58,031	60,242	35,310	36,656
National Library of Canada *	153	35,525	34,420	28,381	27,498
National Library of Medicine	181	63,151	65,556	35,310	36,656
New York Public Library †	240	41,451	48,980	31,296	33,850
New York State Library	67	49,953	51,702	32,252	33,381
Smithsonian Library	57	56,929	62,013	34,772	36,656

* Canadian salaries expressed in U.S. dollars.

† See footnotes.

TABLE 6: SALARY TRENDS IN ARL NONUNIVERSITY LIBRARIES*

Salary figures for the current year are displayed in the context of the previous years and compared to the changes in the Consumer Price Index (CPI) to show trends in the purchasing power of median and beginning professional salaries. Salary figures and CPI numbers have been converted to adjusted indexes, using July 1984 as the base. Actual CPI data retrieved from the U.S. Department of Labor, Bureau of Labor Statistics' *Consumer Price Index for All Urban Consumers - (CPI-U)*, located at <http://146.142.4.24/cgi-bin/surveymost?cu>.

Fiscal Year	No. of Libs.	Total Staff	Median Salary*	BPS' Median	Median Salary Index	BPS' Index	Actual CPI	Adjusted CPI
2001-02	10	3,717	$65,025	$34,389	191.9	208.3	177.5	170.6
2000-01	10	3,731	62,521	31,774	184.5	192.5	172.8	166.3
1999-2000	10	3,737	59,916	30,849	176.8	186.9	166.7	160.3
1998-99	11	3,819	56,000	29,877	165.3	181.0	163.2	156.9
1997-98	11	3,779	55,055	28,724	162.5	174.0	160.5	154.3
1996-97	11	3,799	51,150	28,380	151.0	172.0	157.0	151.0
1995-96	11	3,915	49,149	28,162	145.1	170.7	152.5	146.7
1994-95	11	3,837	47,997	27,813	141.7	168.6	148.4	142.8
1993-94	11	4,003	44,949	26,806	132.7	162.5	144.4	139.0
1992-93	11	4,172	43,876	23,500	129.6	142.4	140.2	134.9
1991-92	11	2,906	42,455	23,500	125.4	142.4	136.2	131.1
1990-91	12	1,363	36,013	20,800	106.3	126.1	130.7	125.8
1989-90	11	3,767	40,106	20,195	118.4	122.4	124.0	119.3
1988-89	11	3,781	37,544	19,100	110.9	115.8	118.3	113.9
1987-88	11	3,765	36,250	18,405	107.0	111.5	113.6	109.3
1986-87	10	2,790	33,020	17,912	97.5	108.6	109.6	105.5
1985-86	12	3,874	33,720	17,308	99.6	104.9	107.6	103.6
1984-85	11	3,840	33,863	16,500	100.0	100.0	103.9	100.0

* Canadian salaries expressed in U.S. dollars.

' Beginning professional salary.

ARL UNIVERSITY LIBRARIES

Tables 7–25

TABLE 7: FILLED POSITIONS; AVERAGE, MEDIAN, BEGINNING PROFESSIONAL SALARIES; AND AVERAGE YEARS OF EXPERIENCE

ARL UNIVERSITY LIBRARIES, FY 2001-02*

	Filled Pos.	Average Salaries		Median Salaries		Beginning Salaries		Average Yrs. Exp.
Institution	FY 2002	FY 2001	FY 2002	FY 2001	FY 2002	FY 2001	FY 2002	FY 2002
Alabama [‡]	47	$41,431	$40,874	$39,300	$38,068	$30,000	$30,000	13.6
Alberta [†][‡]	54	46,279	45,340	46,041	46,288	25,101	25,232	18.2
Arizona [‡]	66	50,378	51,165	47,258	47,735	38,789	40,300	14.7
Arizona State [‡]	73	48,635	51,288	48,009	49,909	36,000	36,000	17.9
Auburn [‡]	43	48,970	49,479	47,080	46,045	39,050	39,050	16.2
Boston University [‡]	55	45,710	46,350	42,581	41,308	25,560	27,600	17.7
Boston College [‡]	55	54,649	54,993	53,900	53,800	33,350	34,350	16.7
Brigham Young [‡]	73	53,789	57,184	51,739	55,231	32,000	38,500	20.0
British Columbia [†][‡]	86	45,327	42,741	44,576	42,786	24,067	24,355	18.0
Brown [‡]	63	53,233	55,823	52,919	54,508	32,025	32,900	21.1
California, Berkeley [‡]	94	68,414	71,005	68,112	70,152	32,940	37,728	18.7
California, Davis [‡]	40	64,057	67,008	68,112	70,151	32,940	37,728	21.1
California Irvine [‡]	54	64,012	67,107	68,112	70,152	32,940	37,728	19.2
California, Los Angeles [‡]	100	65,174	69,381	68,112	70,152	32,940	37,728	19.0
California, Riverside [‡]	40	58,851	62,292	57,984	61,000	32,940	37,728	19.0
California, San Diego [‡]	66	62,118	65,959	61,848	67,600	32,940	37,728	17.1
California, Santa Barbara [‡]	48	63,487	64,253	61,848	63,840	32,940	37,728	18.2
Case Western Reserve [‡]	35	45,806	48,976	43,284	46,659	32,710	33,000	16.1
Chicago [‡]	73	55,925	59,674	51,120	55,600	38,000	39,140	15.3
Cincinnati [‡]	70	51,300	50,117	52,993	48,082	25,000	29,000	19.3
Colorado [‡]	41	54,251	55,876	54,162	55,269	33,000	33,000	19.6
Colorado State [‡]	42	52,567	55,057	51,000	50,800	36,000	37,800	19.9
Columbia	96	60,862	61,662	55,951	56,080	39,000	40,600	17.2
Connecticut [‡]	54	58,468	63,101	57,795	62,551	37,000	38,000	16.6
Cornell [‡]	117	53,598	56,380	49,035	51,375	32,500	35,000	16.6
Dartmouth [‡]	43	56,541	58,862	54,140	56,500	32,200	33,000	15.7
Delaware [‡]	53	53,351	56,465	53,172	55,618	34,000	34,000	15.4
Duke [‡]	86	51,384	55,022	48,300	51,400	32,800	34,800	16.2
Emory [‡]	60	53,584	56,467	49,825	55,000	30,000	32,000	16.9
Florida [‡]	86	45,450	45,936	42,082	42,700	32,000	34,000	18.2
Florida State [‡]	45	44,944	44,969	42,635	42,721	27,000	30,000	20.3
George Washington [‡]	29	49,215	56,201	48,323	56,139	31,500	34,750	16.7
Georgetown [‡]	50	51,108	53,163	48,872	50,827	38,357	38,357	17.3
Georgia [‡]	75	49,036	49,942	45,764	47,120	30,000	30,000	15.5
Georgia Tech	35	50,318	51,233	48,600	49,179	34,000	35,000	16.3
Guelph [†][‡]	33	43,918	40,486	45,150	38,941	25,223	24,927	18.6
Harvard [‡]	428	56,732	60,338	52,611	55,966	36,300	38,112	15.7
Hawaii [‡]	53	49,789	51,047	49,296	49,936	33,312	33,312	15.8
Houston [‡]	44	43,775	47,595	41,129	44,902	31,000	34,000	14.6
Howard	32	48,442	49,590	46,664	49,477	35,049	35,049	21.8
Illinois, Chicago [‡]	51	47,671	49,861	44,165	46,521	33,000	34,000	14.6
Illinois, Urbana	121	52,781	55,488	49,542	50,101	35,000	39,000	15.3
Indiana [‡]	87	53,415	56,721	50,369	53,496	32,818	33,803	18.1
Iowa	61	54,807	55,711	51,500	52,413	30,000	32,000	20.0
Iowa State	39	49,052	51,428	46,834	49,767	32,000	33,000	18.0
Johns Hopkins [‡]	62	53,953	57,468	50,900	53,500	39,500	40,630	14.2
Kansas [‡]	73	46,280	50,114	44,193	46,803	32,000	33,000	16.2
Kent State [‡]	51	51,493	53,158	46,759	48,700	40,333	33,611	14.1
Kentucky [‡]	70	46,050	47,426	43,637	43,300	32,000	33,000	16.1
Laval [†]	54	43,353	42,857	43,150	42,854	26,984	26,798	23.3
Louisiana State [‡]	55	37,814	41,687	35,300	38,752	30,000	33,000	12.1
McGill [†][‡]	49	42,935	43,224	43,609	43,994	23,099	22,380	21.3
McMaster [†][‡]	22	41,861	40,945	40,808	40,040	23,544	23,097	20.2
Manitoba [†][‡]	36	42,288	42,336	43,807	44,680	22,441	21,743	22.5
Maryland [‡]	109	48,895	52,755	47,087	49,142	33,033	39,948	16.0
Massachusetts [‡]	57	57,199	58,200	58,258	58,476	33,000	35,135	17.0
MIT	87	54,846	59,407	50,700	56,725	36,000	38,000	14.3
Miami [‡]	36	48,752	50,339	47,466	50,309	30,000	30,500	18.6
Michigan [‡]	107	$53,921	$55,910	$48,248	$49,671	$33,500	$33,500	17.1

*Directors are included in figures for average years of experience and filled positions, but not in either the average or median salary statistics. Excludes medical and law libraries. See Tables 35 and 42 for statistics related to medical and law library salaries.

[†] Canadian salaries expressed in U.S. dollars.

[‡] See Footnotes.

[‡] Not a member during this year.

TABLE 7: FILLED POSITIONS; AVERAGE, MEDIAN, BEGINNING PROFESSIONAL SALARIES; AND AVERAGE YEARS OF EXPERIENCE

ARL UNIVERSITY LIBRARIES, FY 2001-02*

Institution	Filled Pos.	Average Salaries		Median Salaries		Beginning Salaries		Average Yrs. Exp.
	FY 2002	FY 2001	FY 2002	FY 2001	FY 2002	FY 2001	FY 2002	FY 2002
Michigan State	65	50,820	52,172	48,800	50,685	35,000	36,000	15.8
Minnesota[‡]	109	51,952	52,763	49,031	51,002	33,000	35,000	19.8
Missouri[‡]	33	46,388	47,671	42,825	41,057	29,200	28,500	19.5
Montreal[‡]	65	[§]	40,592	[§]	39,029	[§]	21,199	19.9
Nebraska	47	49,138	52,007	45,659	47,762	32,000	34,250	16.8
New Mexico[‡]	36	59,542	63,663	59,089	62,949	41,400	44,090	20.7
New York University[‡]	54	57,780	61,898	50,965	55,435	39,000	44,000	17.9
North Carolina[‡]	87	48,631	50,675	46,000	47,350	33,000	34,000	17.6
North Carolina State[‡]	84	52,826	51,336	47,355	46,625	33,500	34,500	9.0
Northwestern[‡]	76	51,915	54,592	49,005	53,197	30,000	30,700	14.8
Notre Dame[‡]	54	51,677	55,405	49,526	53,808	34,000	34,000	15.8
Ohio University[‡]	51	48,530	49,754	47,334	47,596	33,000	31,150	16.4
Ohio State[‡]	109	49,952	49,149	46,356	46,218	35,000	35,500	16.2
Oklahoma	29	45,672	47,062	40,311	41,870	36,000	36,000	15.5
Oklahoma State[‡]	49	42,899	44,167	39,960	41,293	31,500	33,000	14.7
Oregon[‡]	45	48,187	48,351	43,382	44,741	30,000	31,500	14.7
Pennsylvania[‡]	80	50,303	51,984	47,054	48,687	34,000	36,000	17.6
Pennsylvania State[‡]	117	52,685	55,982	50,160	53,202	34,000	35,000	16.6
Pittsburgh[‡]	69	45,179	48,604	40,350	44,558	30,000	30,000	13.4
Princeton[‡]	98	58,102	62,295	53,000	58,800	34,000	34,000	19.5
Purdue[‡]	52	49,751	51,919	46,540	48,560	29,000	30,000	17.6
Queen's[†‡]	35	41,118	41,277	40,673	41,018	23,415	22,681	19.9
Rice	134	54,928	57,525	51,709	55,000	31,907	33,800	10.0
Rochester[‡]	74	43,922	44,292	40,014	40,726	32,000	33,000	12.3
Rutgers[‡]	96	66,454	67,243	70,721	72,244	35,302	35,817	19.0
Saskatchewan[†‡]	26	45,164	48,313	44,511	50,220	21,676	23,460	20.3
South Carolina[‡]	57	46,830	48,494	43,502	44,381	26,000	30,000	17.0
Southern California[‡]	80	58,511	65,514	51,145	56,325	40,000	40,000	17.9
Southern Illinois	40	49,552	52,900	43,492	46,747	36,000	37,500	15.1
Stanford[‡]	94	67,221	70,849	61,060	66,000	41,200	44,700	U/A
SUNY Albany[‡]	51	48,865	49,855	45,689	46,349	35,526	34,917	16.0
SUNY Buffalo[‡]	76	51,877	54,189	51,542	51,214	33,000	33,000	15.0
SUNY Stony Brook	33	55,132	58,186	51,863	54,270	34,500	40,000	17.6
Syracuse[‡]	36	48,709	48,343	46,338	45,152	33,000	33,000	18.2
Temple	39	50,745	50,323	46,472	46,199	31,000	31,000	18.5
Tennessee[‡]	46	52,831	54,124	49,382	50,346	30,000	31,500	15.4
Texas[‡]	114	50,888	53,995	47,216	49,213	32,000	34,000	18.7
Texas A&M[‡]	83	45,474	48,021	42,486	42,746	33,500	35,000	14.5
Texas Tech[‡]	47	40,549	43,542	38,000	40,897	29,916	33,996	11.3
Toronto[†‡]	141	45,421	46,978	48,735	50,296	23,778	23,368	17.2
Tulane	33	45,232	47,826	43,725	46,064	33,000	33,000	16.7
Utah[‡]	54	46,836	48,883	44,194	46,716	31,500	33,000	15.7
Vanderbilt[‡]	64	45,498	48,270	41,500	44,658	30,000	31,000	15.3
Virginia[‡]	61	52,058	54,632	47,517	50,750	31,000	34,000	17.8
Virginia Tech	35	51,617	53,670	47,893	50,917	32,500	32,500	16.8
Washington[‡]	101	52,348	54,220	49,296	51,156	32,000	35,000	18.1
Washington State[‡]	50	48,335	49,489	47,701	48,251	30,000	30,000	15.4
Washington U.-St.Louis[‡]	48	45,559	51,400	41,870	47,025	28,000	29,000	16.9
Waterloo[†‡]	39	41,251	40,764	40,965	40,129	24,321	24,431	19.2
Wayne State[‡]	58	47,805	52,856	43,024	47,140	34,000	36,000	12.1
Western Ontario[†‡]	50	36,704	35,848	37,030	34,973	27,977	27,376	15.4
Wisconsin[‡]	139	54,367	53,927	51,102	51,292	33,906	35,262	16.4
Yale[‡]	164	56,488	57,447	54,112	54,897	37,100	38,600	17.2
York[†‡]	49	48,705	49,478	47,689	48,097	27,064	27,795	17.5

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*Directors are included in figures for average years of experience and filled positions, but not in either the average or median salary statistics. Excludes medical and law libraries. See Tables 35 and 42 for statistics related to medical and law library salaries.

[†] Canadian salaries expressed in U.S. dollars.

[‡] See Footnotes.

[§] Not a member during this year.

TABLE 8: BEGINNING PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES
RANK ORDER TABLE, FY 2000-01*

Rank	Institution	Salary	Rank	Institution	Salary
1	New Mexico	$41,400	57	Indiana	$32,818
2	Stanford	41,200	58	Duke	32,800
3	Kent State	40,333	59	Case Western Reserve	32,710
4	Southern California	40,000	60	Cornell	32,500
5	Johns Hopkins	39,500	60	Virginia Tech	32,500
6	Auburn	39,050	62	Dartmouth	32,200
7	Columbia	39,000	63	Brown	32,025
7	New York	39,000	64	Brigham Young	32,000
9	Arizona	38,789	64	Florida	32,000
10	Georgetown	38,357	64	Iowa State	32,000
11	Chicago	38,000	64	Kansas	32,000
12	Yale	37,100	64	Kentucky	32,000
13	Connecticut	37,000	64	Nebraska	32,000
14	Harvard	36,300	64	Rochester	32,000
15	Arizona State	36,000	64	Texas	32,000
15	Colorado State	36,000	64	Washington	32,000
15	MIT	36,000	73	Rice	31,907
15	Oklahoma	36,000	74	George Washington	31,500
15	Southern Illinois	36,000	74	Oklahoma State	31,500
20	SUNY Albany	35,526	74	Utah	31,500
21	Rutgers	35,302	77	Houston	31,000
22	Howard	35,049	77	Temple	31,000
23	Illinois, Urbana	35,000	77	Virginia	31,000
23	Michigan State	35,000	80	Alabama	30,000
23	Ohio State	35,000	80	Emory	30,000
26	SUNY Stony Brook	34,500	80	Georgia	30,000
27	Delaware	34,000	80	Iowa	30,000
27	Georgia Tech	34,000	80	Louisiana State	30,000
27	Notre Dame	34,000	80	Miami	30,000
27	Pennsylvania	34,000	80	Northwestern	30,000
27	Pennsylvania State	34,000	80	Oregon	30,000
27	Princeton	34,000	80	Pittsburgh	30,000
27	Wayne State	34,000	80	Tennessee	30,000
34	Wisconsin	33,906	80	Vanderbilt	30,000
35	Michigan	33,500	80	Washington State	30,000
35	North Carolina State	33,500	92	Texas Tech	29,916
35	Texas A&M	33,500	93	Missouri	29,200
38	Boston College	33,350	94	Purdue	29,000
39	Hawaii	33,312	95	Washington-St. Louis	28,000
40	Maryland	33,033	96	Western Ontario'	27,977
41	Colorado	33,000	97	York'	27,064
41	Illinois, Chicago	33,000	98	Florida State	27,000
41	Massachusetts	33,000	99	Laval'	26,984
41	Minnesota	33,000	100	South Carolina	26,000
41	North Carolina	33,000	101	Boston University	25,560
41	Ohio	33,000	102	Guelph'	25,223
41	SUNY Buffalo	33,000	103	Alberta'	25,101
41	Syracuse	33,000	104	Cincinnati	25,000
41	Tulane	33,000	105	Waterloo'	24,321
50	Calif. Berkeley	32,940	106	British Columbia'	24,067
50	Calif. Davis	32,940	107	Toronto'	23,778
50	Calif. Irvine	32,940	108	McMaster'	23,544
50	Calif. Los Angeles	32,940	109	Queen's'	23,415
50	Calif. Riverside	32,940	110	McGill'	23,099
50	Calif. San Diego	32,940	111	Manitoba'	22,441
50	Calif. Santa Barbara	32,940	112	Saskatchewan'	21,676

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* Reprinted from *ARL Annual Salary Survey 2000-01*. Beginning salary figures represent officially designated base, not necessarily salaries of actual incumbents. Excludes medical and law libraries. See Tables 36 and 43 for statistics related to medical and law library salaries.

'Canadian salaries expressed in U.S. dollars.

TABLE 9: BEGINNING PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES
RANK ORDER TABLE, FY 2001-02*

Rank	Institution	Salary
1	Stanford	$44,700
2	New Mexico	44,090
3	New York	44,000
4	Johns Hopkins	40,630
5	Columbia	40,600
6	Arizona	40,300
7	Southern California	40,000
7	SUNY Stony Brook	40,000
9	Maryland	39,948
10	Chicago [†]	39,140
11	Auburn	39,050
12	Illinois, Urbana	39,000
13	Yale	38,600
14	Brigham Young	38,500
15	Georgetown	38,357
16	Harvard	38,112
17	Connecticut	38,000
17	MIT	38,000
19	Colorado State	37,800
20	Calif. Berkeley [†]	37,728
20	Calif. Davis [†]	37,728
20	Calif. Irvine [†]	37,728
20	Calif. Los Angeles [†]	37,728
20	Calif. Riverside [†]	37,728
20	Calif. San Diego [†]	37,728
20	Calif. Santa Barbara [†]	37,728
27	Southern Illinois	37,500
28	Arizona State	36,000
28	Michigan State	36,000
28	Oklahoma	36,000
28	Pennsylvania	36,000
28	Wayne State	36,000
33	Rutgers	35,817
34	Ohio State	35,500
35	Wisconsin	35,262
36	Massachusetts	35,135
37	Howard	35,049
38	Cornell	35,000
38	Georgia Tech	35,000
38	Minnesota	35,000
38	Pennsylvania State	35,000
38	Texas A&M	35,000
38	Washington	35,000
44	SUNY Albany	34,917
45	Duke	34,800
46	George Washington	34,750
47	North Carolina State	34,500
48	Boston College	34,350
49	Nebraska	34,250
50	Delaware	34,000
50	Florida	34,000
50	Houston	34,000
50	Illinois, Chicago [†]	34,000
50	North Carolina	34,000
50	Notre Dame	34,000
50	Princeton	34,000
50	Texas	34,000
50	Virginia	$34,000
59	Texas Tech	33,996
60	Indiana	33,803
61	Rice	33,800
62	Kent State	33,611
63	Michigan	33,500
64	Hawaii	33,312
65	Case Western Reserve	33,000
65	Colorado	33,000
65	Dartmouth	33,000
65	Iowa State	33,000
65	Kansas	33,000
65	Kentucky	33,000
65	Louisiana State	33,000
65	Oklahoma State	33,000
65	Rochester	33,000
65	SUNY Buffalo	33,000
65	Syracuse	33,000
65	Tulane	33,000
65	Utah	33,000
78	Brown	32,900
79	Virginia Tech	32,500
80	Emory	32,000
80	Iowa	32,000
82	Oregon	31,500
82	Tennessee	31,500
84	Ohio	31,150
85	Temple	31,000
85	Vanderbilt	31,000
87	Northwestern	30,700
88	Miami	30,500
89	Alabama	30,000
89	Florida State	30,000
89	Georgia	30,000
89	Pittsburgh	30,000
89	Purdue	30,000
89	South Carolina	30,000
89	Washington State	30,000
96	Cincinnati	29,000
96	Washington-St. Louis	29,000
98	Missouri	28,500
99	York [‡]	27,795
100	Boston University	27,600
101	Western Ontario [‡]	27,376
102	Laval [‡]	26,798
103	Alberta [‡]	25,232
104	Guelph [‡]	24,927
105	Waterloo [‡]	24,431
106	British Columbia [‡]	24,355
107	Saskatchewan [‡]	23,460
108	Toronto [‡]	23,368
109	McMaster [‡]	23,097
110	Queen's [‡]	22,681
111	McGill [‡][†]	22,380
112	Manitoba [‡]	21,743
113	Montreal [‡]	21,199

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* Beginning salary figures represent officially designated base, not necessarily salaries of actual incumbents.
Excludes medical and law libraries. See Tables 36 and 43 for statistics related to medical and law library salaries.

[†] See Footnotes.

[‡] Canadian salaries expressed in U.S. dollars.

TABLE 10: MEDIAN PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES
RANK ORDER TABLE, FY 2000-01*

Rank	Institution	Salary	Rank	Institution	Salary
1	Rutgers	$70,721	57	Virginia	$47,517
2	California, Berkeley	68,112	58	Miami	47,466
2	California, Davis	68,112	59	North Carolina State	47,355
2	California, Irvine	68,112	60	Ohio University	47,334
2	California, Los Angeles	68,112	61	Arizona	47,258
6	California, San Diego	61,848	62	Texas	47,216
6	California, Santa Barbara	61,848	63	Maryland	47,087
8	Stanford	61,060	64	Auburn	47,080
9	New Mexico	59,089	65	Pennsylvania	47,054
10	Massachusetts	58,258	66	Iowa State	46,834
11	California, Riverside	57,984	67	Kent State	46,759
12	Connecticut	57,795	68	Howard	46,664
13	Columbia	55,951	69	Purdue	46,540
14	Colorado	54,162	70	Temple	46,472
15	Dartmouth	54,140	71	Ohio State	46,356
16	Yale	54,112	72	Syracuse	46,338
17	Boston College	53,900	73	Alberta [1]	46,041
18	Delaware	53,172	74	North Carolina	46,000
19	Princeton	53,000	75	Georgia	45,764
20	Cincinnati	52,993	76	SUNY Albany	45,689
21	Brown	52,919	77	Nebraska	45,659
22	Harvard	52,611	78	Guelph [1]	45,150
23	SUNY Stony Brook	51,863	79	British Columbia [1]	44,576
24	Brigham Young	51,739	80	Saskatchewan [1]	44,511
25	Rice	51,709	81	Utah	44,194
26	SUNY Buffalo	51,542	82	Kansas	44,193
27	Iowa	51,500	83	Illinois, Chicago	44,165
28	Southern California	51,145	84	Manitoba [1]	43,807
29	Chicago	51,120	85	Tulane	43,725
30	Wisconsin	51,102	86	Kentucky	43,637
31	Colorado State	51,000	87	McGill [1]	43,609
32	New York University	50,965	88	South Carolina	43,502
33	Johns Hopkins	50,900	89	Southern Illinois	43,492
34	MIT	50,700	90	Oregon	43,382
35	Indiana	50,369	91	Case Western Reserve	43,284
36	Pennsylvania State	50,160	92	Laval [1]	43,150
37	Emory	49,825	93	Wayne State	43,024
38	Illinois, Urbana	49,542	94	Missouri	42,825
39	Notre Dame	49,526	95	Florida State	42,635
40	Tennessee	49,382	96	Boston University	42,581
41	Hawaii	49,296	97	Texas A&M	42,486
41	Washington	49,296	98	Florida	42,082
43	Cornell	49,035	99	Washington U.-St. Louis	41,870
44	Minnesota	49,031	100	Vanderbilt	41,500
45	Northwestern	49,005	101	Houston	41,129
46	Georgetown	48,872	102	Waterloo [1]	40,965
47	Michigan State	48,800	103	McMaster [1]	40,808
48	Toronto [1]	48,735	104	Queen's [1]	40,673
49	Georgia Tech	48,600	105	Pittsburgh	40,350
50	George Washington	48,323	106	Oklahoma	40,311
51	Duke	48,300	107	Rochester	40,014
52	Michigan	48,248	108	Oklahoma State	39,960
53	Arizona State	48,009	109	Alabama	39,300
54	Virginia Tech	47,893	110	Texas Tech	38,000
55	Washington State	47,701	111	Western Ontario [1]	37,030
56	York [1]	47,689	112	Louisiana State	35,300

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* Reprinted from *ARL Annual Salary Survey 2000-01*. Salaries of directors are not included in the calculation of medians. Excludes medical and law libraries. See Tables 37 and 44 for statistics related to medical and law library salaries.

[1] Canadian salaries expressed in U.S. dollars.

TABLE 11: MEDIAN PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES
RANK ORDER TABLE, FY 2001-02*

Rank	Institution	Salary	Rank	Institution	Salary
1	Rutgers	$72,244	58	Texas	$49,213
2	California, Los Angeles	70,152	59	Georgia Tech	49,179
2	California, Irvine	70,152	60	Maryland	49,142
2	California, Berkeley	70,152	61	Kent State	48,700
5	California, Davis	70,151	62	Pennsylvania	48,687
6	California, San Diego	67,600	63	Purdue	48,560
7	Stanford	66,000	64	Washington State	48,251
8	California, Santa Barbara	63,840	65	York'	48,097
9	New Mexico	62,949	66	Cincinnati	48,082
10	Connecticut	62,551	67	Nebraska	47,762
11	California, Riverside	61,000	68	Arizona	47,735
12	Princeton	58,800	69	Ohio University	47,596
13	Massachusetts	58,476	70	North Carolina	47,350
14	MIT	56,725	71	Wayne State	47,140
15	Dartmouth	56,500	72	Georgia	47,120
16	Southern California	56,325	73	Washington U.-St. Louis	47,025
17	George Washington	56,139	74	Kansas	46,803
18	Columbia	56,080	75	Southern Illinois	46,747
19	Harvard	55,966	76	Utah	46,716
20	Delaware	55,618	77	Case Western Reserve	46,659
21	Chicago	55,600	78	North Carolina State	46,625
22	New York University	55,435	79	Illinois, Chicago	46,521
23	Colorado	55,269	80	SUNY Albany	46,349
24	Brigham Young	55,231	81	Alberta'	46,288
25	Rice	55,000	82	Ohio State	46,218
25	Emory	55,000	83	Temple	46,199
27	Yale	54,897	84	Tulane	46,064
28	Brown	54,508	85	Auburn	46,045
29	SUNY Stony Brook	54,270	86	Syracuse	45,152
30	Notre Dame	53,808	87	Houston	44,902
31	Boston College	53,800	88	Oregon	44,741
32	Johns Hopkins	53,500	89	Manitoba'	44,680
33	Indiana	53,496	90	Vanderbilt	44,658
34	Pennsylvania State	53,202	91	Pittsburgh	44,558
35	Northwestern	53,197	92	South Carolina	44,381
36	Iowa	52,413	93	McGill'	43,994
37	Duke	51,400	94	Kentucky	43,300
38	Cornell	51,375	95	Laval'	42,854
39	Wisconsin	51,292	96	British Columbia'	42,786
40	SUNY Buffalo	51,214	97	Texas A&M	42,746
41	Washington	51,156	98	Florida State	42,721
42	Minnesota	51,002	99	Florida	42,700
43	Virginia Tech	50,917	100	Oklahoma	41,870
44	Georgetown	50,827	101	Boston University	41,308
45	Colorado State	50,800	102	Oklahoma State	41,293
46	Virginia	50,750	103	Missouri	41,057
47	Michigan State	50,685	104	Queen's'	41,018
48	Tennessee	50,346	105	Texas Tech	40,897
49	Miami	50,309	106	Rochester	40,726
50	Toronto'	50,296	107	Waterloo'	40,129
51	Saskatchewan'	50,220	108	McMaster'	40,040
52	Illinois, Urbana	50,101	109	Montreal'	39,029
53	Hawaii	49,936	110	Guelph'	38,941
54	Arizona State	49,909	111	Louisiana State	38,752
55	Iowa State	49,767	112	Alabama	38,068
56	Michigan	49,671	113	Western Ontario'	34,973
57	Howard	49,477			

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* Salaries of directors are not included in the calculation of medians.

Excludes medical and law libraries. See Tables 37 and 44 for statistics related to medical and law library salaries.

'Canadian salaries expressed in U.S. dollars.

TABLE 12: AVERAGE PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES
RANK ORDER TABLE, FY 2000-01[*]

Rank	Institution	Salary	Rank	Institution	Salary
1	California, Berkeley	$68,414	57	Pennsylvania	$50,303
2	Stanford	67,221	58	Ohio State	49,952
3	Rutgers	66,454	59	Hawaii	49,789
4	California, Los Angeles	65,174	60	Purdue	49,751
5	California, Davis	64,057	61	Southern Illinois	49,552
6	California, Irvine	64,012	62	George Washington	49,215
7	California, Santa Barbara	63,487	63	Nebraska	49,138
8	California, San Diego	62,118	64	Iowa State	49,052
9	Columbia	60,862	65	Georgia	49,036
10	New Mexico	59,542	66	Auburn	48,970
11	California, Riverside	58,851	67	Maryland	48,895
12	Southern California	58,511	68	SUNY Albany	48,865
13	Connecticut	58,468	69	Miami	48,752
14	Princeton	58,102	70	Syracuse	48,709
15	New York University	57,780	71	York[']	48,705
16	Massachusetts	57,199	72	Arizona State	48,635
17	Harvard	56,732	73	North Carolina	48,631
18	Dartmouth	56,541	74	Ohio University	48,530
19	Yale	56,488	75	Howard	48,442
20	Chicago	55,925	76	Washington State	48,335
21	SUNY Stony Brook	55,132	77	Oregon	48,187
22	Rice	54,928	78	Wayne State	47,805
23	MIT	54,846	79	Illinois, Chicago	47,671
24	Iowa	54,807	80	Utah	46,836
25	Boston College	54,649	81	South Carolina	46,830
26	Wisconsin	54,367	82	Missouri	46,388
27	Colorado	54,251	83	Kansas	46,280
28	Johns Hopkins	53,953	84	Alberta[']	46,279
29	Michigan	53,921	85	Kentucky	46,050
30	Brigham Young	53,789	86	Case Western Reserve	45,806
31	Cornell	53,598	87	Boston University	45,710
32	Emory	53,584	88	Oklahoma	45,672
33	Indiana	53,415	89	Washington U.-St. Louis	45,559
34	Delaware	53,351	90	Vanderbilt	45,498
35	Brown	53,233	91	Texas A&M	45,474
36	Tennessee	52,831	92	Florida	45,450
37	North Carolina State	52,826	93	Toronto[']	45,421
38	Illinois, Urbana	52,781	94	British Columbia[']	45,327
39	Pennsylvania State	52,685	95	Tulane	45,232
40	Colorado State	52,567	96	Pittsburgh	45,179
41	Washington	52,348	97	Saskatchewan[']	45,164
42	Virginia	52,058	98	Florida State	44,944
43	Minnesota	51,952	99	Rochester	43,922
44	Northwestern	51,915	100	Guelph[']	43,918
45	SUNY Buffalo	51,877	101	Houston	43,775
46	Notre Dame	51,677	102	Laval[']	43,353
47	Virginia Tech	51,617	103	McGill[']	42,935
48	Kent State	51,493	104	Oklahoma State	42,899
49	Duke	51,384	105	Manitoba[']	42,288
50	Cincinnati	51,300	106	McMaster[']	41,861
51	Georgetown	51,108	107	Alabama	41,431
52	Texas	50,888	108	Waterloo[']	41,251
53	Michigan State	50,820	109	Queen's[']	41,118
54	Temple	50,745	110	Texas Tech	40,549
55	Arizona	50,378	111	Louisiana State	37,814
56	Georgia Tech	50,318	112	Western Ontario[']	36,704

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[*] Reprinted from *ARL Annual Salary Survey 2000-01*. Salaries of directors are not included in the calculation of averages. Excludes medical and law libraries. See Tables 38 and 45 for statistics related to medical and law library salaries.

['] Canadian salaries expressed in U.S. dollars.

TABLE 13: AVERAGE PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES
RANK ORDER TABLE, FY 2001-02[*]

Rank	Institution	Salary
1	California, Berkeley	$71,005
2	Stanford	70,849
3	California, Los Angeles	69,381
4	Rutgers	67,243
5	California, Irvine	67,107
6	California, Davis	67,008
7	California, San Diego	65,959
8	Southern California	65,514
9	California, Santa Barbara	64,253
10	New Mexico	63,663
11	Connecticut	63,101
12	Princeton	62,295
13	California, Riverside	62,292
14	New York University	61,898
15	Columbia	61,662
16	Harvard	60,338
17	Chicago	59,674
18	MIT	59,407
19	Dartmouth	58,862
20	Massachusetts	58,200
21	SUNY Stony Brook	58,186
22	Rice	57,525
23	Johns Hopkins	57,468
24	Yale	57,447
25	Brigham Young	57,184
26	Indiana	56,721
27	Emory	56,467
28	Delaware	56,465
29	Cornell	56,380
30	George Washington	56,201
31	Pennsylvania State	55,982
32	Michigan	55,910
33	Colorado	55,876
34	Brown	55,823
35	Iowa	55,711
36	Illinois, Urbana	55,488
37	Notre Dame	55,405
38	Colorado State	55,057
39	Duke	55,022
40	Boston College	54,993
41	Virginia	54,632
42	Northwestern	54,592
43	Washington	54,220
44	SUNY Buffalo	54,189
45	Tennessee	54,124
46	Texas	53,995
47	Wisconsin	53,927
48	Virginia Tech	53,670
49	Georgetown	53,163
50	Kent State	53,158
51	Southern Illinois	52,900
52	Wayne State	52,856
53	Minnesota	52,763
54	Maryland	52,755
55	Michigan State	52,172
56	Nebraska	52,007
57	Pennsylvania	51,984
58	Purdue	$51,919
59	Iowa State	51,428
60	Washington U.-St. Louis	51,400
61	North Carolina State	51,336
62	Arizona State	51,288
63	Georgia Tech	51,233
64	Arizona	51,165
65	Hawaii	51,047
66	North Carolina	50,675
67	Miami	50,339
68	Temple	50,323
69	Cincinnati	50,117
70	Kansas	50,114
71	Georgia	49,942
72	Illinois, Chicago	49,861
73	SUNY Albany	49,855
74	Ohio University	49,754
75	Howard	49,590
76	Washington State	49,489
77	Auburn	49,479
78	York[1]	49,478
79	Ohio State	49,149
80	Case Western Reserve	48,976
81	Utah	48,883
82	Pittsburgh	48,604
83	South Carolina	48,494
84	Oregon	48,351
85	Syracuse	48,343
86	Saskatchewan[1]	48,313
87	Vanderbilt	48,270
88	Texas A&M	48,021
89	Tulane	47,826
90	Missouri	47,671
91	Houston	47,595
92	Kentucky	47,426
93	Oklahoma	47,062
94	Toronto[1]	46,978
95	Boston University	46,350
96	Florida	45,936
97	Alberta[1]	45,340
98	Florida State	44,969
99	Rochester	44,292
100	Oklahoma State	44,167
101	Texas Tech	43,542
102	McGill[1]	43,224
103	Laval[1]	42,857
104	British Columbia[1]	42,741
105	Manitoba[1]	42,336
106	Louisiana State	41,687
107	Queen's[1]	41,277
108	McMaster[1]	40,945
109	Alabama	40,874
110	Waterloo[1]	40,764
111	Montreal[1]	40,592
112	Guelph[1]	40,486
113	Western Ontario[1]	35,848

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[*] Salaries of directors are not included in the calculation of averages.

Excludes medical and law libraries. See Tables 38 and 45 for statistics related to medical and law library salaries.

[1] Canadian salaries expressed in U.S. dollars.

TABLE 14: AVERAGE, MEDIAN, AND BEGINNING PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES

SUMMARY OF RANKINGS, FYs 1998-99 TO 2001-02*

Institution	Average Salaries				Median Salaries				Beginning Salaries			
FY	1999	2000	2001	2002	1999	2000	2001	2002	1999	2000	2001	2002
Alabama	108	107	107	109	105	111	109	112	93	98	80	89
Alberta	94	97	84	97	90	84	73	81	107	102	103	103
Arizona	74	52	55	64	68	50	61	68	9	11	9	6
Arizona State	59	55	72	62	50	28	53	54	79	65	15	28
Auburn	50	66	66	77	48	65	64	85	46	47	6	11
Boston University	75	82	25	95	79	82	17	101	62	62	38	100
Boston College	†	†	87	40	†	†	96	31	†	†	101	48
Brigham Young	39	33	30	25	36	29	24	24	73	37	64	14
British Columbia	55	72	94	104	54	79	79	96	102	104	106	106
Brown	26	24	35	34	25	25	21	28	48	56	63	78
California, Berkeley	4	3	1	1	5	5	2	2	26	30	50	20
Californis, Davis	6	6	5	6	4	2	2	5	26	30	50	20
California, Irvine	3	4	6	5	2	2	2	2	26	30	50	20
California, Los Angeles	5	5	4	3	2	2	2	2	26	30	50	20
California, Riverside	10	8	11	13	10	8	11	11	26	30	50	20
California, San Diego	8	7	8	7	9	6	6	6	26	30	50	20
California, Santa Barbara	7	9	7	9	7	8	6	8	26	30	50	20
Case Western Reserve	86	93	86	80	97	97	91	77	47	53	59	65
Chicago	25	20	20	17	38	26	29	21	20	21	11	10
Cincinnati	24	35	50	69	14	19	20	66	97	100	104	96
Colorado	51	28	27	33	53	27	14	23	33	47	41	65
Colorado State	28	31	40	38	44	32	31	45	6	8	15	19
Columbia	9	10	9	15	11	13	13	18	6	6	7	5
Connecticut	11	16	13	11	8	10	12	10	8	8	13	17
Cornell	49	40	31	29	73	45	43	38	60	64	60	38
Dartmouth	18	18	18	19	21	16	15	15	36	55	62	65
Delaware	29	32	34	28	23	23	18	20	50	37	27	50
Duke	36	51	49	39	55	58	51	37	43	27	58	45
Emory	34	29	32	27	32	35	37	25	60	65	80	80
Florida	97	90	92	96	101	94	98	99	79	65	64	50
Florida State	105	98	98	98	98	99	95	98	97	96	98	89
George Washington	†	48	62	30	†	39	50	17	†	65	74	46
Georgetown	40	34	51	49	35	33	46	44	2	3	10	15
Georgia	67	61	65	71	66	63	75	72	73	84	80	89
Georgia Tech	61	59	56	63	57	44	49	59	66	57	27	38
Guelph	72	101	100	112	40	89	78	110	90	101	102	104
Harvard	13	17	17	16	18	18	22	19	11	12	14	16
Hawaii	16	26	59	65	13	22	41	53	15	22	39	64
Houston	88	96	101	91	93	91	101	87	87	65	77	50
Howard	45	71	75	75	43	72	68	57	1	7	22	37
Illinois, Chicago	65	67	79	72	65	68	83	79	44	47	41	50
Illinois, Urbana	47	41	38	36	49	43	38	52	36	23	23	12

* Excludes medical and law libraries.

† Not a member during this year.

TABLE 14: AVERAGE, MEDIAN, AND BEGINNING PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES

SUMMARY OF RANKINGS, FYs 1998-99 TO 2001-02*

Institution	Average Salaries				Median Salaries				Beginning Salaries			
FY	1999	2000	2001	2002	1999	2000	2001	2002	1999	2000	2001	2002
Indiana	27	27	33	26	30	30	35	33	35	45	57	60
Iowa	19	19	24	35	17	17	27	36	50	65	80	80
Iowa State	54	37	64	59	47	46	66	55	50	57	64	65
Johns Hopkins	71	38	28	23	64	36	33	32	14	14	5	4
Kansas	89	89	83	70	88	83	82	74	93	65	64	65
Kent State	69	30	48	50	91	42	67	61	5	1	3	62
Kentucky	87	81	85	92	84	81	86	94	79	65	64	65
Laval	93	105	102	103	81	102	92	95	106	108	99	102
Louisiana State	109	109	111	106	109	110	112	111	73	89	80	65
McGill	99	102	105	102	80	92	84	93	104	107	111	111
McMaster	98	103	67	108	87	100	63	108	103	106	40	109
Manitoba	95	106	16	105	69	95	10	89	109	109	41	112
Maryland	64	54	103	54	70	47	87	60	99	46	110	9
Massachusetts	21	21	106	20	12	14	103	13	36	23	108	36
MIT	42	39	69	18	51	48	58	14	36	37	80	17
Miami	58	74	29	67	52	69	52	49	87	84	35	88
Michigan	31	25	53	32	60	53	47	56	36	37	23	63
Michigan State	78	79	43	55	74	86	44	47	16	23	41	28
Minnesota	33	46	82	53	41	40	94	42	50	37	93	38
Missouri	76	84	23	90	85	90	34	103	91	94	15	98
Montreal	†	†	†	111	†	†	†	109	†	†	†	113
Nebraska	81	64	63	56	72	59	77	67	66	57	64	49
New Mexico	23	11	10	10	19	11	9	9	11	2	1	2
New York University	14	15	15	14	27	24	32	22	4	4	7	3
North Carolina	80	80	73	66	77	85	74	70	66	65	41	50
North Carolina State	43	45	37	61	58	49	59	78	44	47	35	47
Northwestern	37	36	44	42	45	41	45	35	77	88	80	87
Notre Dame	32	43	46	37	29	31	39	30	23	16	27	50
Ohio University	57	65	58	74	42	61	71	69	64	84	41	84
Ohio State	63	60	74	79	63	64	60	82	65	65	23	34
Oklahoma	73	73	88	93	104	104	106	100	23	16	15	28
Oklahoma State	103	99	104	100	107	103	108	102	33	47	74	65
Oregon	100	92	77	84	103	93	90	88	85	90	80	82
Pennsylvania	53	49	57	57	62	66	65	62	23	16	27	28
Pennsylvania State	35	44	39	31	31	34	36	34	20	20	27	38
Pittsburgh	90	86	96	82	99	98	105	91	50	65	80	89
Princeton	12	12	14	12	16	15	19	12	19	28	27	50
Purdue	46	58	60	58	46	57	69	63	93	90	94	89
Queen's	107	110	109	107	106	109	104	104	108	110	109	110
Rice	66	68	22	22	75	76	25	25	41	54	73	61
Rochester	101	100	99	99	108	106	107	106	79	37	64	65
Rutgers	2	2	3	4	1	1	1	1	13	15	21	33
Saskatchewan	62	95	97	86	28	54	80	51	110	111	112	107

* Excludes medical and law libraries.

† Not a member during this year.

TABLE 14: AVERAGE, MEDIAN, AND BEGINNING PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES

SUMMARY OF RANKINGS, FYs 1998-99 TO 2001-02*

Institution	Average Salaries				Median Salaries				Beginning Salaries			
FY	1999	2000	2001	2002	1999	2000	2001	2002	1999	2000	2001	2002
South Carolina	102	76	81	83	95	78	88	92	101	98	100	89
Southern California	15	13	12	8	26	20	28	16	20	29	4	7
Southern Illinois	38	57	61	51	37	75	89	75	16	13	15	27
Stanford	1	1	2	2	6	7	8	7	3	4	2	1
SUNY Albany	77	75	68	73	67	71	76	80	66	23	20	44
SUNY Buffalo	48	63	45	44	34	52	26	40	87	65	41	65
SUNY Stony Brook	20	14	21	21	20	12	23	29	66	37	26	7
Syracuse	92	87	70	85	86	77	72	86	50	65	41	65
Temple	84	50	54	68	83	67	70	83	50	65	77	85
Tennessee	30	53	36	45	33	51	40	48	66	65	80	82
Texas	70	47	52	46	71	60	62	58	50	37	64	50
Texas A&M	91	91	91	88	94	88	97	97	50	57	35	38
Texas Tech	110	104	110	101	110	107	110	105	78	87	92	59
Toronto	52	77	93	94	22	38	48	50	105	105	107	108
Tulane	60	78	95	89	59	74	85	84	49	47	41	65
Utah	96	85	80	81	92	86	81	76	79	65	74	65
Vanderbilt	83	94	90	87	100	101	100	90	79	90	80	85
Virginia	22	23	42	41	24	37	57	46	50	65	77	50
Virginia Tech	82	70	47	48	82	73	54	43	73	65	60	79
Washington	56	56	41	43	61	56	41	41	63	62	64	38
Washington State	85	69	76	76	78	62	55	64	93	65	80	89
Washington U.-St. Louis	79	88	89	60	102	96	99	73	85	93	95	96
Waterloo	104	108	108	110	96	105	102	107	100	103	105	105
Wayne State	44	42	78	52	76	70	93	71	16	16	27	28
Western Ontario	106	111	112	113	89	108	111	113	72	95	96	101
Wisconsin	41	62	26	47	39	55	30	39	42	61	34	35
Yale	17	22	19	24	15	21	16	27	10	10	12	13
York	68	83	71	78	56	80	56	65	92	97	97	99

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* Excludes medical and law libraries.

† Not a member during this year.

TABLE 15: DISTRIBUTION OF PROFESSIONAL STAFF IN ARL UNIVERSITY LIBRARIES
BY SALARY AND POSITION, FY 2001-02*

SALARY INTERVALS	NUMBER OF STAFF								PERCENTAGE AT EACH LEVEL							
	Dir.	Assoc. Dir.	Asst. Dir.	Branch Head	Subj. Spec.	Func. Spec.	Dept. Head	Other Prof.	Dir.	Assoc. Dir.	Asst. Dir.	Branch Head	Subj. Spec.	Func. Spec.	Dept. Head	Other Prof.
$200,000 and above	7	1		1					6	1		0				
175,000-199,999	16			1			1		15			0			0	
150,000-174,999	19	4	1						17	2	0					
140,000-149,999	15	6	1				1		14	3	0				0	
130,000-139,999	15	4					3		14	2					0	
120,000-129,999	11	7	2						10	4	1					
110,000-119,999	9	7	3	3	1		3	1	8	4	1	1	0		0	0
100,000-109,999	2	33	13	12	6	2	9	1	2	17	6	2	0	0	1	0
95,000-99,999	1	24	12	3	1	1	9	8	1	12	6	1	0	0	1	0
90,000-94,999	2	26	16	12	8	8	15	3	2	13	8	2	1	1	1	0
85,000-89,999	2	22	21	13	10	7	36	2	2	11	10	2	1	1	2	0
80,000-84,999	3	13	28	25	19	22	49	15	3	7	14	5	1	2	3	1
75,000-79,999	5	11	31	41	22	37	72	44	5	6	15	8	2	4	5	2
70,000-74,999	1	11	27	39	40	38	122	46	1	6	13	7	3	4	8	2
65,000-69,999	2	10	20	56	78	50	151	43	2	5	10	10	6	5	10	2
60,000-64,999		9	7	75	83	74	227	149		5	3	14	6	8	15	5
55,000-59,999		5	12	63	128	109	216	208		3	6	12	10	11	14	7
50,000-54,999		4	6	87	169	145	203	336		2	3	16	13	15	14	12
48,000-49,999			1	25	75	59	79	189			0	5	6	6	5	7
46,000-47,999			1	21	86	63	56	215			0	4	7	7	4	8
44,000-45,999				18	78	75	59	240				3	6	8	4	9
42,000-43,999			2	12	81	74	56	233			1	2	6	8	4	8
40,000-41,999			1	13	83	79	42	232			0	2	6	8	3	8
38,000-39,999				12	95	40	26	260				2	7	4	2	9
36,000-37,999			1	1	71	20	24	190			0	0	5	2	2	7
34,000-35,999				3	64	27	13	172				1	5	3	1	6
32,000-33,999				5	41	12	12	85				1	3	1	1	3
30,000-31,999			1	1	29	5	2	66			0	0	2	1	0	2
29,000-29,999					7	1	1	17					1	0	0	1
28,000-28,999					3	2	1	15					0	0	0	1
27,000-27,999					4	5	1	12					0	1	0	0
26,000-26,999				1	6	3		8				0	0	0		0
25,000-25,999					7		2	11					1		0	0
24,000-24,999					2	1		1					0	0		0
23,000-23,999					1			2					0			0
22,000-22,999								3								0
21,000-21,999					1								0			
Less than 21,000								2								0
TOTAL	**110**	**197**	**207**	**543**	**1,299**	**959**	**1,491**	**2,809**	**100**	**100**	**100**	**100**	**100**	**100**	**100**	**100**

* Excludes medical and law libraries.

TABLE 16: DISTRIBUTION OF PROFESSIONAL STAFF IN ARL UNIVERSITY LIBRARIES
BY SALARY, SEX, AND POSITION, FY 2001-02*

SALARY INTERVALS	Women								Men							
	Dir.	Assoc. Dir.	Asst. Dir.	Branch Head	Subj. Spec.	Func. Spec.	Dept. Head	Other Prof.	Dir.	Assoc. Dir.	Asst. Dir.	Branch Head	Subj. Spec.	Func. Spec.	Dept. Head	Other Prof.
$200,000 and above	2								5	1		1				
175,000-199,999	9								7			1			1	
150,000-174,999	9	2	1						10	2						
140,000-149,999	6	5							9	1	1				1	
130,000-139,999	10	3							5	1					3	
120,000-129,999	6	5	1						5	2	1					
110,000-119,999	4	3	1		1		1	1	5	4	2	3			2	
100,000-109,999		18	7	3	4	2	4	1	2	15	6	9	2		5	
95,000-99,999	1	14	5	3			4	4		10	7		1	1	5	4
90,000-94,999		16	9	2	6	3	9	2	2	10	7	10	2	5	6	1
85,000-89,999	1	13	14	8	5	2	18	2	1	9	7	5	5	5	18	
80,000-84,999	1	6	15	13	12	14	34	11	2	7	13	12	7	8	15	4
75,000-79,999	3	10	14	28	11	16	42	31	2	1	17	13	11	21	30	13
70,000-74,999		3	19	19	16	15	71	34	1	8	8	20	24	23	51	12
65,000-69,999	1	8	12	38	37	23	88	30	1	2	8	18	41	27	63	13
60,000-64,999		7	5	50	40	38	156	105		2	2	25	43	36	71	44
55,000-59,999		3	7	46	69	64	140	141		2	5	17	59	45	76	67
50,000-54,999		4	4	57	88	89	137	245			2	30	81	56	66	91
48,000-49,999				17	42	31	56	138			1	8	33	28	23	51
46,000-47,999			1	14	42	44	34	149				7	44	19	22	66
44,000-45,999				11	50	45	40	165				7	28	30	19	75
42,000-43,999			1	7	41	49	37	148			1	5	40	25	19	85
40,000-41,999				7	39	58	32	167			1	6	44	21	10	65
38,000-39,999				6	43	23	15	186				6	52	17	11	74
36,000-37,999				1	38	15	15	133			1		33	5	9	57
34,000-35,999				3	30	16	10	128					34	11	3	44
32,000-33,999				4	25	9	8	59				1	16	3	4	26
30,000-31,999					17	4	1	47			1	1	12	1	1	19
29,000-29,999					3	1		14					4		1	3
28,000-28,999					1	2	1	12					2			3
27,000-27,999					3	3	1	9					1	2		3
26,000-26,999				1	2	2		6					4	1		2
25,000-25,999					4		1	9					3		1	2
24,000-24,999					1	1		1					1			
23,000-23,999								1					1			1
22,000-22,999								2								1
21,000-21,999													1			
Less than 21,000								2								
TOTAL	**53**	**120**	**116**	**338**	**670**	**569**	**955**	**1,983**	**57**	**77**	**91**	**205**	**629**	**390**	**536**	**826**

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* Excludes medical and law libraries.

TABLE 17: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS
BY POSITION AND SEX, FY 2001-02*

Position		Women		Men		Total	
		Salary	No.	Salary	No.	Salary	No.
Director		$142,794	53	$144,314	57	$143,582	110
Associate Director		92,398	120	95,828	77	93,739	197
Assistant Director		79,079	116	79,939	91	79,457	207
Head, Branch		60,583	338	66,136	205	62,680	543
Functional Specialist		50,093	670	49,804	629	49,953	1,299
Subject Specialist		51,206	569	55,141	390	52,806	959
Dept. Head:	Acquisitions	57,836	74	59,902	38	58,537	112
	Reference	61,511	89	61,196	30	61,432	119
	Cataloging	59,496	145	59,995	44	59,613	189
	Serials	52,420	18	59,481	14	55,509	32
	Documents/Maps	57,340	42	54,429	41	55,902	83
	Circulation	55,999	65	51,552	21	54,913	86
	Rare Books/Manuscripts	60,183	45	73,304	41	66,439	86
	Computer Systems	71,749	31	70,185	60	70,718	91
	Other	58,209	446	60,989	247	59,200	693
Reference:	Over 14 years experience	52,159	481	51,871	194	52,076	675
	10 to 14 years experience	43,749	173	45,499	68	44,243	241
	5 to 9 years experience	42,003	208	41,729	76	41,930	284
	Under 5 years experience	36,832	240	37,191	98	36,936	338
Cataloging:	Over 14 years experience	51,487	299	49,763	131	50,961	430
	10 to 14 years experience	46,778	86	46,224	44	46,591	130
	5 to 9 years experience	40,484	78	43,750	33	41,455	111
	Under 5 years experience	38,573	78	36,988	36	38,072	114
Other:	Over 14 years experience	53,820	132	58,082	64	55,211	196
	10 to 14 years experience	45,985	48	45,612	12	45,910	60
	5 to 9 years experience	44,322	49	43,984	16	44,239	65
	Under 5 years experience	37,829	85	37,898	44	37,852	129
All Positions		**$53,953**	**4,778**	**$57,260**	**2,801**	**$55,175**	**7,579**

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* Canadian salaries expressed in U.S. dollars. See Table 32 for salaries of Canadian librarians expressed in Canadian dollars. Excludes medical and law libraries. See Tables 39 and 46 for salaries in medical and law libraries.

TABLE 18: NUMBER AND AVERAGE YEARS OF EXPERIENCE OF ARL UNIVERSITY LIBRARIANS BY POSITION AND SEX, FY 2001-02*

Position		Women		Men		Total	
		Years	No.	Years	No.	Years	No.
Director		29.7	53	28.6	56	29.2	109
Associate Director		25.0	117	24.0	77	24.6	194
Assistant Director		24.5	116	24.0	91	24.3	207
Head, Branch		21.2	332	21.0	201	21.1	533
Functional Specialist		12.2	662	11.4	626	11.8	1288
Subject Specialist		16.4	560	18.5	376	17.2	936
Dept. Head:	Acquisitions	19.2	74	21.2	38	19.9	112
	Reference	20.1	89	17.6	30	19.5	119
	Cataloging	22.0	145	20.6	44	21.7	189
	Serials	17.7	18	19.6	14	18.5	32
	Documents/Maps	22.8	42	20.7	41	21.8	83
	Circulation	18.9	65	14.1	21	17.7	86
	Rare Books/Manuscripts	20.9	45	24.9	41	22.8	86
	Computer Systems	17.5	31	16.2	60	16.7	91
	Other	19.1	440	18.8	243	19.0	683
Public Services		13.7	147	13.1	63	13.6	210
Technical Services		14.6	85	12.2	41	13.8	126
Administrative Services		13.2	82	19.0	32	14.8	114
Reference		14.1	1102	14.2	436	14.1	1538
Cataloger		17.7	541	16.4	244	17.3	785
All Positions		**16.8**	**4,746**	**16.7**	**2,775**	**16.8**	**7,521**

* Includes Canadian libraries. See Table 33 for comparable figures in Canadian libraries only.
Excludes medical and law libraries. See Tables 40 and 47 for comparable figures in medical and law libraries.

TABLE 19: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS BY YEARS OF EXPERIENCE AND SEX, FY 2001-02*

	Women		Men		Total		% of
Experience	Salary	No.	Salary	No.	Salary	No.	Total
0 - 3 years	$38,910	577	$41,536	355	$39,910	932	12%
4 - 7 years	43,010	578	45,134	361	43,827	939	12%
8 - 11 years	47,968	563	50,351	307	48,809	870	12%
12 - 15 years	50,927	528	53,692	319	51,969	847	11%
16 - 19 years	55,866	548	58,940	278	56,900	826	11%
20 - 23 years	60,127	544	64,042	296	61,506	840	11%
24 - 27 years	61,348	511	65,839	336	63,130	847	11%
28 - 31 years	65,459	444	69,624	281	67,073	725	10%
32 - 35 years	67,691	299	69,523	159	68,327	458	6%
over 35 years	66,055	154	76,780	83	69,811	237	3%
All Positions	**$53,804**	**4,746**	**$56,965**	**2,775**	**$54,971**	**7,521**	**100%**

* Canadian salaries expressed in U.S. dollars. See Table 34 for salaries in Canadian dollars.
Excludes medical and law libraries. See Tables 41 and 48 for salaries in medical and law libraries.

TABLE 20: AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS BY POSITION AND YEARS OF EXPERIENCE, FY 2001-02*

		Years of Experience									
Position		0–3 years	4 – 7 years	8–11 years	12–15 years	16–19 years	20–23 years	24–27 years	28–31 years	32–35 years	over 35 years
Director		†	N/A	N/A	N/A	†	$134,894	$145,211	$149,829	$136,010	$151,618
Associate Director		†	†	$97,851	$78,551	$87,098	87,120	93,062	99,885	94,584	96,198
Assistant Director		N/A	$54,010	†	70,824	78,207	81,750	80,295	80,766	79,868	91,717
Head, Branch		$40,963	49,699	55,885	56,364	60,595	63,764	65,357	67,295	69,377	79,588
Functional Specialist		42,521	45,863	49,596	51,194	55,926	56,625	57,882	55,825	58,170	67,968
Subject Specialist		38,758	43,161	49,120	52,243	54,367	56,831	58,235	59,133	61,678	64,734
Dept. Head:	Acquisitions	42,041	42,659	54,743	54,348	62,227	62,329	58,328	58,552	64,827	74,315
	Reference	†	52,968	57,055	57,888	61,506	64,512	63,222	67,668	69,824	†
	Cataloging	†	45,766	51,283	56,341	60,171	60,241	63,334	64,340	61,466	61,961
	Serials	†	†	†	53,838	†	59,256	†	†	61,659	N/A
	Documents/Maps	†	46,539	44,788	45,279	54,257	56,224	62,998	63,062	61,481	64,901
	Circulation	29,715	47,058	55,792	49,940	48,717	61,355	63,565	61,370	53,480	†
	Rare Books/Manuscripts	45,866	†	52,746	50,451	69,186	69,421	70,568	71,566	68,380	88,761
	Computer Systems	68,330	65,600	65,691	68,971	69,960	80,326	66,547	76,274	†	†
	Other	46,337	48,804	52,789	56,619	60,568	60,250	61,814	66,001	67,462	64,677
Public Services		35,542	38,080	42,807	45,093	50,456	53,768	48,902	59,063	53,707	52,282
Technical Services		37,430	39,943	45,506	45,336	53,719	54,068	56,696	52,748	55,018	62,963
Administrative Services		43,770	44,927	53,533	50,442	57,503	55,920	66,258	64,557	59,180	65,289
Reference		36,695	40,621	43,243	45,891	48,949	52,483	53,398	53,340	54,223	54,355
Cataloger		37,619	40,058	44,781	47,894	47,997	50,414	49,534	51,934	54,488	54,663
All Positions:	**Average Salary**	**$39,910**	**$43,827**	**$48,809**	**$51,969**	**$56,900**	**$61,506**	**$63,130**	**$67,073**	**$68,327**	**$69,811**
	No. of Positions	**932**	**939**	**870**	**847**	**826**	**840**	**847**	**725**	**458**	**237**

* Years of experience reflect total professional experience. Canadian salaries expressed in U.S. dollars. Excludes medical and law libraries.
N/A - No positions reported in this category.
[†] Salary data are not published when fewer than four individuals are involved.

TABLE 21: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS BY POSITION AND TYPE OF INSTITUTION, FY 2001-02[*]

		Canadian (14)[†]		Private (32)		Public (67)		Total (113)	
Position		Salary	No.	Salary	No.	Salary	No.	Salary	No.
Director		$81,575	14	$174,221	32	$141,827	64	$143,582	110
Associate Director		62,324	25	108,940	59	92,752	113	93,739	197
Assistant Director		55,687	18	84,847	79	79,476	110	79,457	207
Head, Branch		50,122	56	67,783	150	62,495	337	62,680	543
Functional Specialist		40,176	103	54,500	517	47,974	679	49,953	1,299
Subject Specialist		42,477	82	55,134	369	52,782	508	52,806	959
Dept. Head:	Acquisitions	44,823	15	60,915	40	60,477	57	58,537	112
	Reference	49,424	12	61,196	42	63,801	65	61,432	119
	Cataloging	46,625	23	60,775	76	61,950	90	59,613	189
	Serials	[‡]	1	54,328	13	57,061	18	55,509	32
	Documents/Maps	48,174	9	51,310	20	58,891	54	55,902	83
	Circulation	44,690	11	52,261	33	59,674	42	54,913	86
	Rare Books/Manuscripts	48,238	10	69,286	28	68,569	48	66,439	86
	Computer Systems	50,969	11	78,028	32	70,370	48	70,718	91
	Other	46,849	49	62,285	241	58,856	403	59,200	693
Reference:	Over 14 years experience	44,614	106	52,625	158	53,790	411	52,076	675
	10 to 14 years experience	37,366	39	46,672	49	45,218	153	44,243	241
	5 to 9 years experience	34,199	28	44,037	78	42,223	178	41,930	284
	Under 5 years experience	30,045	35	40,084	74	36,972	229	36,936	338
Cataloging:	Over 14 years experience	44,279	46	52,315	154	51,392	230	50,961	430
	10 to 14 years experience	36,364	6	47,150	63	47,019	61	46,591	130
	5 to 9 years experience	32,205	4	43,653	46	40,404	61	41,455	111
	Under 5 years experience	29,759	6	40,646	50	36,713	58	38,072	114
Other:	Over 14 years experience	45,350	11	56,469	54	55,521	131	55,211	196
	10 to 14 years experience	40,672	5	45,589	18	46,774	37	45,910	60
	5 to 9 years experience	[‡]	3	44,505	24	45,256	38	44,239	65
	Under 5 years experience	27,736	11	42,993	34	37,096	84	37,852	129
All Positions		**$44,152**	**739**	**$58,584**	**2,533**	**$55,062**	**4,307**	**$55,175**	**7,579**

[*] Canadian salaries expressed in U.S. dollars. Tables 31-34 show Canadian salaries in Canadian dollars. Excludes medical and law libraries.
( ) Indicates the number of ARL libraries in each category.

[†] Includes Montreal.

[‡] Salary data are not published when fewer than four individuals are involved.

TABLE 22: YEARS OF EXPERIENCE OF ARL UNIVERSITY LIBRARIANS BY POSITION AND TYPE OF INSTITUTION, FY 2001-02*

Position		Canadian (14)[1]		Private (32)		Public (67)		Total (113)	
		Years	No.	Years	No.	Years	No.	Years	No.
Director		29.4	14	29.8	31	28.8	64	29.2	109
Associate Director		22.5	25	24.6	56	25.1	113	24.6	194
Assistant Director		25.4	18	22.9	79	25.1	110	24.3	207
Head, Branch		22.7	56	20.4	140	21.2	337	21.1	533
Functional Specialist		15.4	103	11.3	506	11.7	679	11.8	1,288
Subject Specialist		19.5	82	17.0	346	16.9	508	17.2	936
Dept. Head:	Acquisitions	22.0	15	19.6	40	19.6	57	19.9	112
	Reference	20.8	12	19.7	42	19.1	65	19.5	119
	Cataloging	22.8	23	21.1	76	21.8	90	21.7	189
	Serials	25.0	1	17.5	13	18.9	18	18.5	32
	Documents/Maps	20.1	9	17.5	20	23.6	54	21.8	83
	Circulation	18.3	11	16.8	33	18.3	42	17.7	86
	Rare Books/Manuscripts	25.2	10	21.6	28	22.9	48	22.8	86
	Computer Systems	21.3	11	14.8	32	16.9	48	16.7	91
	Other	21.1	49	19.5	231	18.5	403	19.0	683
Reference:	Over 14 years experience	25.0	106	23.9	158	23.7	411	24.0	675
	10 to 14 years experience	12.3	39	11.4	49	11.7	153	11.7	241
	5 to 9 years experience	6.4	28	6.5	78	7.0	178	6.8	284
	Under 5 years experience	1.7	35	2.4	74	2.3	229	2.2	338
Cataloging:	Over 14 years experience	26.5	46	25.4	154	25.3	230	25.5	430
	10 to 14 years experience	12.5	6	12.3	63	11.7	61	12.0	130
	5 to 9 years experience	7.8	4	7.3	46	6.8	61	7.1	111
	Under 5 years experience	2.0	6	2.3	50	2.2	58	2.2	114
Other:	Over 14 years experience	27.2	11	22.8	54	25.6	131	24.9	196
	10 to 14 years experience	11.8	5	11.8	18	11.7	37	11.7	60
	5 to 9 years experience	6.0	3	7.0	24	6.8	38	6.8	65
	Under 5 years experience	2.3	11	2.1	34	1.8	84	1.9	129
All Positions		**19.0**	**739**	**16.3**	**2,475**	**16.7**	**4,307**	**16.8**	**7,521**

* Excludes medical and law libraries.

( ) Indicates the number of ARL libraries in each category.

[1] Includes Montreal.

TABLE 23: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS BY POSITION AND SIZE OF PROFESSIONAL STAFF, FY 2001-02**

Position		Staff Over 110 (9)[1]		Staff 75-110 (24)		Staff 50-74 (41)		Staff 22-49 (39)	
		Salary	No.	Salary	No.	Salary	No.	Salary	No.
Director		$172,404	9	$171,887	24	$138,078	40	$124,161	37
Associate Director		100,043	33	107,670	56	85,330	58	83,729	50
Assistant Director		83,218	33	84,592	53	78,646	72	72,561	49
Head, Branch		66,470	117	67,573	166	60,461	153	54,117	107
Functional Specialist		54,096	379	51,306	323	46,960	422	45,700	175
Subject Specialist		54,748	202	54,927	337	50,648	319	48,661	101
Dept. Head:	Acquisitions	60,623	22	63,334	18	57,586	40	55,594	32
	Reference	64,616	19	66,005	21	60,387	42	58,388	37
	Cataloging	62,725	45	63,352	50	56,477	48	55,775	46
	Serials	'	2	58,077	10	50,934	11	56,962	9
	Documents/Maps	52,696	10	61,465	19	55,250	25	53,925	29
	Circulation	60,186	16	56,886	21	52,618	28	51,983	21
	Rare Books/Manuscripts	76,006	11	84,360	10	63,617	33	60,459	32
	Computer Systems	85,355	8	80,165	22	66,909	38	62,882	23
	Other	61,915	106	63,299	217	57,401	220	53,989	150
Reference:	Over 14years experience	53,378	89	53,732	187	52,715	215	49,017	184
	10 to 14 years experience	46,121	32	45,334	61	44,382	76	42,337	72
	5 to 9 years experience	44,674	34	41,348	83	43,223	92	39,743	75
	Under 5 years experience	38,131	59	37,827	90	36,410	115	35,717	74
Cataloging:	Over 14 years experience	53,990	82	52,571	128	49,094	140	48,550	80
	10 to 14 years experience	46,782	31	48,966	42	46,380	41	40,525	16
	5 to 9 years experience	44,637	18	41,905	40	40,237	32	39,727	21
	Under 5 years experience	40,800	37	37,260	26	36,990	33	35,622	18
Other:	Over 14 years experience	56,086	31	56,663	73	57,133	55	48,759	37
	10 to 14 years experience	44,752	7	50,952	14	44,503	26	43,918	13
	5 to 9 years experience	48,365	17	46,883	17	42,375	18	37,966	13
	Under 5 years experience	41,050	26	40,389	42	35,116	43	33,849	18
All Positions		**$57,046**	**1,475**	**$57,833**	**2,150**	**$53,520**	**2,435**	**$52,250**	**1,519**

**Canadian salaries expressed in U.S. dollars. For average Canadian salaries (expressed in U.S. dollars) refer to Table 21; Tables 31-34 show Canadian salaries in Canadian dollars. Excludes medical and law libraries. No ARL library has fewer than 22 professional staff members.

( ) Indicates the number of ARL libraries in each category.

[1] In 1995-96 and earlier, the first column of this table reported staff over 124; in 1996-98, over 120; in 1998-99, over 115; and since 1999-2000, over 110.

' Salary data are not published when fewer than four individuals are involved.

TABLE 24: YEARS OF EXPERIENCE OF ARL UNIVERSITY LIBRARIANS BY POSITION AND SIZE OF PROFESSIONAL STAFF, FY 2001-02**

		Staff Over 110 (9)†		Staff 75-110 (24*)		Staff 50-74 (41)		Staff 22-49 (39)‡	
Position		**Years**	**No.**	**Years**	**No.**	**Years**	**No.**	**Years**	**No.**
Director		29.6	9	29.7	23	29.5	40	28.4	37
Associate Director		25.7	33	22.8	53	26.1	58	24.0	50
Assistant Director		22.0	33	24.4	53	25.2	72	24.4	49
Head, Branch		21.0	117	21.7	156	20.8	153	21.0	107
Functional Specialist		10.8	379	12.5	312	11.8	422	12.8	175
Subject Specialist		17.7	202	17.2	314	17.5	319	15.4	101
Dept. Head:	Acquisitions	16.5	22	18.4	18	20.7	40	22.1	32
	Reference	20.3	19	20.6	21	19.0	42	19.1	37
	Cataloging	22.5	45	22.3	50	20.3	48	21.6	46
	Serials	27.0	2	18.6	10	15.3	11	20.6	9
	Documents/Maps	16.4	10	23.2	19	22.6	25	21.9	29
	Circulation	20.0	16	15.1	21	18.3	28	17.8	21
	Rare Books/Manuscripts	23.1	11	26.9	10	23.0	33	21.2	32
	Computer Systems	19.0	8	14.4	22	15.6	38	19.8	23
	Other	21.0	106	19.3	207	17.7	220	19.2	150
Reference:	Over 14 years experience	23.7	89	24.6	187	23.4	215	24.2	184
	10 to 14 years experience	12.0	32	11.6	61	11.6	76	11.8	72
	5 to 9 years experience	6.4	34	6.6	83	6.8	92	7.1	75
	Under 5 years experience	2.1	59	2.3	90	2.3	115	2.1	74
Cataloging:	Over 14 years experience	26.0	82	24.9	128	25.5	140	25.8	80
	10 to 14 years experience	11.9	31	11.7	42	12.4	41	11.8	16
	5 to 9 years experience	7.2	18	6.9	40	7.0	32	7.4	21
	Under 5 years experience	2.3	37	2.4	26	2.1	33	2.1	18
Other:	Over 14 years experience	24.1	31	24.2	73	25.7	55	26.0	37
	10 to 14 years experience	12.9	7	11.6	14	11.5	26	11.6	13
	5 to 9 years experience	7.2	17	6.8	17	6.6	18	6.8	13
	Under 5 years experience	2.2	26	1.4	42	2.3	43	2.2	18
	All Positions	**15.9**	**1,475**	**16.9**	**2,092**	**16.6**	**2,435**	**17.6**	**1,519**

** Excludes medical and law libraries.

( ) Indicates the number of ARL libraries in each category.

† In 1995-96 and earlier, the first column of this table reported staff over 124; in 1996-98, over 120; in 1998-99, over 115; and since 1999-2000, over 110.

* Excludes Stanford, which has not reported years of experience since 2000-01.

‡ No ARL library has fewer than 22 professional staff members.

TABLE 25: AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS BY POSITION AND GEOGRAPHIC REGION, FY 2001-02*

		Northeast		North Central		South			West		Canada	Total
Position		New England (9)	Middle Atlantic (14)	East N.Central (17)	West N.Central (7)	South Atlantic (18)	East S.Central (5)	West S.Central (9)	Mountain (7)	Pacific (13)	(14)	(113)
Director		$155,298	$177,141	$151,431	$136,502	$152,815	$128,655	$147,706	$127,089	$160,890	$81,575	$143,582
Associate Director		107,188	103,138	93,311	95,611	94,190	76,762	94,210	85,472	107,087	62,324	93,739
Assistant Director		72,955	86,600	82,843	78,837	80,294	69,777	81,534	81,563	83,117	55,687	79,457
Head, Branch		74,687	67,005	62,577	58,085	58,076	54,587	55,920	64,429	70,535	50,122	62,680
Functional Specialist		55,414	48,653	46,076	46,390	49,382	42,577	51,555	50,262	58,801	40,176	49,953
Subject Specialist		57,084	53,868	52,161	52,279	48,131	43,899	45,661	52,057	64,081	42,477	52,806
Dept. Head:	Acquisitions	62,851	62,286	61,859	64,115	59,803	50,501	53,434	64,942	57,960	44,823	58,537
	Reference	64,671	64,749	65,118	60,713	58,256	60,051	57,086	61,197	69,542	49,424	61,432
	Cataloging	67,469	62,369	62,319	61,851	57,338	50,742	54,060	61,800	61,467	46,625	59,613
	Serials	†	57,510	53,535	N/A	54,341	†	50,110	†	58,670	†	55,509
	Documents/Maps	55,510	56,349	56,050	58,228	52,974	†	48,990	†	73,271	48,174	55,902
	Circulation	62,399	57,123	57,725	†	59,012	44,183	51,424	59,368	51,000	44,690	54,913
	Rare Books/Manuscripts	76,746	71,614	67,822	54,398	69,412	†	54,398	62,732	80,782	48,238	66,439
	Computer Systems	81,102	78,706	69,092	70,957	65,290	†	65,195	71,320	85,960	50,969	70,718
	Other	62,764	62,615	59,371	57,496	59,823	54,672	52,790	56,484	68,168	46,849	59,200
Reference:	Over 14 years experience	59,163	52,442	50,687	47,705	48,950	49,886	46,746	53,609	63,441	44,614	52,076
	10 to 14 years experience	49,116	44,747	47,313	40,734	42,902	43,904	40,046	45,669	50,440	37,366	44,243
	5 to 9 years experience	47,761	42,369	43,797	39,141	41,944	39,487	38,444	42,468	45,149	34,199	41,930
	Under 5 years experience	41,780	37,216	39,207	34,944	37,549	35,199	33,953	38,237	38,392	30,045	36,936
Cataloging:	Over 14 years experience	55,944	52,490	49,709	49,930	47,198	45,285	41,838	50,812	60,133	44,279	50,961
	10 to 14 years experience	49,086	45,169	44,928	40,520	45,084	42,255	41,311	48,290	55,279	36,364	46,591
	5 to 9 years experience	45,546	41,879	42,436	38,075	39,716	37,337	37,890	41,342	44,475	32,205	41,455
	Under 5 years experience	44,404	38,891	38,097	34,955	36,395	33,028	33,979	†	40,335	29,759	38,072
Other:	Over 14 years experience	60,191	58,177	54,722	58,776	48,169	49,287	49,496	53,426	66,125	45,350	55,211
	10 to 14 years experience	46,026	49,659	48,062	†	46,180	42,423	†	48,491	†	40,672	45,910
	5 to 9 years experience	49,775	48,176	50,240	43,463	39,939	43,124	37,573	†	†	†	44,239
	Under 5 years experience	41,090	35,360	38,205	32,223	37,250	40,957	38,546	†	†	27,736	37,852
All Positions:	**Average Salary**	**$59,288**	**$57,675**	**$54,755**	**$53,414**	**$53,728**	**$49,446**	**$51,333**	**$55,420**	**$64,740**	**$44,152**	**$55,175**
	No. of Staff	**1,006**	**1,036**	**1,239**	**405**	**1,082**	**270**	**588**	**385**	**829**	**739**	**7,579**

* Canadian salaries expressed in U.S. dollars. Excludes medical and law libraries.
( ) Indicates number of ARL libraries included.

† Salary data are not published when fewer than four individuals are involved.
N/A – No positions were reported in this category.

ARL UNIVERSITY LIBRARIES BY GEOGRAPHIC REGION*

Region	No. of Libs.	ARL University Libraries Included	States/Provinces Included
Northeast			
1. New England	(9)	Boston University, Boston College, Brown, Connecticut, Dartmouth, Harvard, Massachusetts Institute of Technology, Massachusetts, Yale	Conn., Mass., Me., N.H., R.I., Vt.
2. Middle Atlantic	(14)	Columbia; Cornell; New York; Pennsylvania; Pennsylvania State; Pittsburgh; Princeton; Rochester; Rutgers; State University of New York: Albany, Buffalo, Stony Brook; Syracuse; Temple	N.J., N.Y., Pa.
North Central			
3. East North Central	(17)	Case Western Reserve, Chicago, Cincinnati, Illinois-Chicago, Illinois-Urbana, Indiana, Kent State, Michigan, Michigan State, Notre Dame, Northwestern, Ohio University, Ohio State, Purdue, Southern Illinois, Wayne State, Wisconsin	Ill., Ind., Mich., Ohio, Wis.
4. West North Central	(7)	Iowa, Iowa State, Kansas, Minnesota, Missouri, Nebraska, Washington U.-St. Louis	Iowa, Kan., Minn., Mo., Neb., N. Dak., S. Dak.
South			
5. South Atlantic	(18)	Delaware, Duke, Emory, Florida, Florida State, Georgia, Georgia Tech., Georgetown, George Washington, Howard, Johns Hopkins, Maryland, Miami, North Carolina, North Carolina State, South Carolina, Virginia, Virginia Tech	Del., D.C., Fla., Ga., Md., N.C., S.C., Va., W. Va.
6. East South Central+	(5)	Alabama, Auburn, Kentucky, Tennessee, Vanderbilt	Ala., Ky., Miss., Tenn.
7. West South Central	(9)	Houston, Louisiana State, Oklahoma, Oklahoma State, Rice, Texas, Texas A&M, Texas Tech, Tulane	Ark., La., Okla., Tex.
West			
8. Mountain	(7)	Arizona, Arizona State, Brigham Young, Colorado, Colorado State, New Mexico, Utah	Ariz., Colo., Idaho, Mont., Nev., N. Mex., Utah, Wyo.
9. Pacific	(13)	University of California: Berkeley, Davis, Irvine, Los Angeles, Riverside, San Diego, Santa Barbara; Hawaii; Oregon; Southern California; Stanford; Washington; Washington State	Alaska, Calif., Hawaii, Ore., Wash.
Canada	(14)	Alberta, British Columbia, Guelph, Laval, McGill, McMaster, Manitoba, Montreal, Queen's, Saskatchewan, Toronto, Waterloo, Western Ontario, York	Alta., B.C., Man., N. Br., Newf., N.S., Ont., P.E.I., Que., Sask.

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* Regions are based on the classification used by the U. S. Bureau of the Census in tabulations of the Current Population Survey.

+ The University of Louisville, which joined ARL during production of this publication, would be included in this category.

U.S. ARL UNIVERSITY LIBRARIES

Tables 26–30

TABLE 26: AVERAGE SALARIES OF U.S. ARL UNIVERSITY LIBRARIANS
BY POSITION AND YEARS OF EXPERIENCE, FY 2001-02*

Position	Years of Experience 0 - 3	4 - 7	8 -11	12-15	16-19	20-23	24-27	28-31	32-35	Over 35
Director	'	N/A	N/A	N/A	'	$144,819	$147,891	$160,439	$144,361	$165,389
Associate Director	'	'	$97,851	$86,421	$91,809	92,538	96,883	103,075	98,039	96,198
Assistant Director	N/A	$55,486	'	75,785	78,207	83,479	81,768	83,939	84,524	91,717
Head, Branch	$42,089	50,217	56,547	57,304	61,735	65,202	67,163	70,295	71,619	80,298
Functional Specialist	43,319	46,402	50,476	52,199	56,690	58,700	59,552	57,627	60,792	67,968
Subject Specialist	39,911	43,671	49,369	52,823	55,179	58,383	59,460	61,734	63,355	65,851
Dept. Head: Acquisitions	42,041	'	57,715	55,627	62,645	63,615	64,578	61,546	65,360	74,315
Reference	'	52,968	57,055	59,223	64,584	64,512	67,825	68,859	69,824	'
Cataloging	'	45,114	53,773	56,341	61,565	61,870	66,304	66,115	63,999	66,717
Serials	'	'	'	53,838	'	59,256	'	'	61,659	N/A
Documents/Maps	'	46,539	'	47,863	54,557	57,096	63,655	63,062	61,443	66,560
Circulation	'	47,058	55,792	50,267	48,717	62,572	66,233	67,866	'	'
Rare Books/Manuscripts	45,866	'	52,746	53,621	69,186	72,475	73,898	77,416	70,533	88,761
Computer Systems	68,330	69,443	65,691	70,187	75,975	83,339	70,809	79,764	'	N/A
Other	46,337	49,131	53,759	57,887	61,096	61,414	64,117	66,783	69,079	65,152
Public Services	36,566	39,695	43,016	45,605	50,925	53,768	50,447	60,099	54,192	52,282
Technical Services	38,021	39,943	45,506	45,967	53,719	54,068	59,220	54,272	55,018	'
Administrative Services	44,283	46,222	53,832	51,365	57,503	55,920	66,258	66,318	59,180	65,289
Reference	37,623	41,332	43,949	47,537	49,613	54,105	56,106	54,607	54,328	57,677
Cataloger	38,167	40,180	45,270	48,429	48,591	50,942	50,929	53,120	56,175	54,168
All Positions										
Average Salary	**$40,857**	**$44,448**	**$49,515**	**$53,093**	**$57,818**	**$63,163**	**$65,810**	**$69,707**	**$70,489**	**$71,463**
Number of Staff	**855**	**881**	**813**	**754**	**760**	**750**	**726**	**631**	**396**	**216**

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* Excludes Canadian libraries. Excludes medical and law libraries.
' Salary data are not published when fewer than four individuals are involved.
N/A - No positions were reported in this category.

TABLE 27: NUMBER AND AVERAGE SALARIES OF MINORITY U.S. ARL UNIVERSITY LIBRARIANS
BY POSITION AND SEX, FY 2001-02*

		Women		Men		Total	
Position		Salary	No.	Salary	No.	Salary	No.
Director		'	3	'	2	$136,019	5
Associate Director		'	7	'	3	97,498	10
Assistant Director		82,398	8	$75,387	5	79,701	13
Head, Branch		59,929	34	72,124	15	63,662	49
Functional Specialist		47,815	66	49,668	63	48,720	129
Subject Specialist		50,508	93	54,838	47	51,961	140
Dept. Head:	Acquisitions	'	5	'	2	57,277	7
	Reference	'	5	'	2	60,454	7
	Cataloging	'	9	'	3	58,960	12
	Serials	N/A		N/A		N/A	
	Documents/Maps	56,281	4	N/A		56,281	4
	Circulation	'	4	'	3	52,257	7
	Rare Books/Manuscripts	'	3	'	1	64,850	4
	Computer Systems	'	2	'	6	67,362	8
	Other	57,792	53	63,521	18	59,245	71
Reference:	Over 14 years experience	56,320	50	54,721	12	56,011	62
	10 to 14 years experience	47,023	24	49,202	8	47,568	32
	5 to 9 years experience	43,120	21	41,784	9	42,719	30
	Under 5 years experience	37,457	33	39,998	12	38,135	45
Cataloging:	Over 14 years experience	52,622	48	54,798	15	53,140	63
	10 to 14 years experience	46,801	13	46,360	4	46,697	17
	5 to 9 years experience	42,034	16	42,515	4	42,130	20
	Under 5 years experience	38,242	21	39,306	5	38,447	26
Other:	Over 14 years experience	50,336	12	48,532	6	49,735	18
	10 to 14 years experience	'	3	'	1	46,644	4
	5 to 9 years experience	44,300	10	N/A		44,300	10
	Under 5 years experience	35,902	13	41,933	6	37,806	19
All Positions		**$51,613**	**560**	**$54,815**	**252**	**$52,607**	**812**

* Excludes Canadian libraries. Excludes medical and law libraries.
' Salary data are not published when fewer than four individuals are involved in either category.
N/A - No positions were reported in this category.

TABLE 28: NUMBER AND AVERAGE YEARS OF EXPERIENCE OF MINORITY U.S. ARL UNIVERSITY LIBRARIANS BY POSITION AND SEX, FY 2001-02*

Position		Women		Men		Total	
		Years	No.	Years	No.	Years	No.
Director		30.7	3	34.0	2	32.0	5
Associate Director		24.1	7	16.7	3	21.9	10
Assistant Director		28.9	8	20.2	5	25.5	13
Head, Branch		20.5	32	22.0	15	21.0	47
Functional Specialist		10.7	66	8.4	63	9.6	129
Subject Specialist		13.7	89	15.0	45	14.1	134
Dept. Head:	Acquisitions	18.0	5	21.5	2	19.0	7
	Reference	18.2	5	17.5	2	18.0	7
	Cataloging	20.6	9	17.7	3	19.8	12
	Serials	N/A		N/A		N/A	
	Documents/Maps	15.3	4	N/A		15.3	4
	Circulation	17.8	4	14.7	3	16.4	7
	Rare Books/Manuscripts	16.3	3	19.0	1	17.0	4
	Computer Systems	17.5	2	13.0	6	14.1	8
	Other	17.2	53	18.8	16	17.6	69
Public Services		12.8	24	14.0	7	13.1	31
Technical Services		5.4	8	17.7	3	8.7	11
Administrative Services		16.5	6	1.3	3	11.4	9
Reference		13.3	128	11.2	41	12.8	169
Cataloger		16.6	98	17.5	28	16.8	126
All Positions		**15.1**	**554**	**13.8**	**248**	**14.7**	**802**

*Excludes Canadian libraries. Excludes medical and law libraries.
N/A - No positions were reported in this category.

TABLE 29: NUMBER AND AVERAGE SALARIES OF U.S. ARL UNIVERSITY LIBRARIANS

BY YEARS OF EXPERIENCE AND SEX, FY 2001-02*

	Women		Men		Total		% of
Experience	Salary	No.	Salary	No.	Salary	No.	Total
0 - 3 years	$39,779	529	$42,606	326	$40,857	855	13%
4 - 7 years	43,612	543	45,791	338	44,448	881	13%
8 - 11 years	48,700	521	50,971	292	49,515	813	12%
12 - 15 years	52,299	463	54,356	291	53,093	754	11%
16 - 19 years	56,746	502	59,905	258	57,818	760	11%
20 - 23 years	61,695	482	65,804	268	63,163	750	11%
24 - 27 years	63,962	433	68,541	293	65,810	726	11%
28 - 31 years	67,964	385	72,434	246	69,707	631	9%
32 - 35 years	69,239	266	73,046	130	70,489	396	6%
over 35 years	67,284	138	78,857	78	71,463	216	3%
All Positions	**$54,927**	**4,262**	**$58,217**	**2,520**	**$56,150**	**6,782**	**100%**

*Excludes Canadian libraries. Excludes medical and law libraries.

TABLE 30: NUMBER AND AVERAGE SALARIES OF MINORITY U.S. ARL UNIVERSITY LIBRARIANS

BY YEARS OF EXPERIENCE AND SEX, FY 2001-02*

	Women		Men		Total		% of
Experience	Salary	No.	Salary	No.	Salary	No.	Total
0 - 3 years	$39,038	87	$42,378	54	$40,317	141	18%
4 - 7 years	43,632	79	45,273	39	44,175	118	15%
8 - 11 years	48,684	89	54,438	34	50,274	123	15%
12 - 15 years	53,102	64	57,374	28	54,402	92	11%
16 - 19 years	52,867	57	60,039	18	54,588	75	9%
20 - 23 years	56,355	42	60,148	18	57,493	60	7%
24 - 27 years	61,123	48	59,959	16	60,832	64	8%
28 - 31 years	67,577	37	67,888	21	67,690	58	7%
32 - 35 years	63,151	33	73,498	11	65,738	44	5%
over 35 years	59,896	18	68,642	9	62,811	27	3%
All Positions	**$51,537**	**554**	**$54,379**	**248**	**$52,416**	**802**	**100%**

*Excludes Canadian libraries. Excludes medical and law libraries.

CANADIAN ARL UNIVERSITY LIBRARIES

Tables 31–34

TABLE 31: FILLED POSITIONS; AVERAGE, MEDIAN, AND BEGINNING PROFESSIONAL SALARIES; AND AVERAGE YEARS OF PROFESSIONAL EXPERIENCE IN CANADIAN ARL UNIVERSITY LIBRARIES, FY 2001-02*

	Filled Positions	Average Salaries		Median Salaries		Beginning Salaries		Average Yrs. Exp.
Institution	FY 2002	FY 2001	FY 2002	FY2001	FY2002	FY2001	FY2002	FY 2002
Alberta [1]	54	$68,118	$68,880	$67,768	$70,320	$36,946	$38,332	18.2
British Columbia [1]	86	66,717	64,931	65,612	65,000	35,425	37,000	18.0
Guelph [1]	33	64,643	61,506	66,457	59,160	37,126	37,869	18.6
Laval	54	63,812	65,107	63,514	65,103	39,718	40,711	23.3
McGill [1]	49	63,197	65,666	64,190	66,836	34,000	34,000	21.3
McMaster [1]	22	61,617	62,203	60,066	60,828	34,655	35,089	20.2
Manitoba [1]	36	62,245	64,317	64,481	67,878	33.032	33,032	22.5
Montreal [1]	65	[s]	61,667	[s]	59,292	[s]	32,206	19.9
Queen's [1]	35	60,522	62,708	59,867	62,315	34,465	34,456	19.9
Saskatchewan [1]	26	66,478	73,397	65,517	76,294	31,905	35,640	20.3
Toronto [1]	141	66,856	71,368	71,734	76,410	35,000	35,500	17.2
Waterloo [1]	39	60,719	61,929	60,297	60,964	35,799	37,115	19.2
Western Ontario [1]	50	54,025	54,460	54,506	53,130	41,180	41,590	15.4
York [1]	49	71,691	75,167	70,195	73,069	39,836	42,226	17.5

* Salaries expressed in Canadian dollars. Directors are included in figures for average years of experience and filled positions, but not in either the average or median salary statistic. Excludes Canadian medical and law libraries. See Tables 35 and 42 for statistics related to medical and law library salaries.

[1] See Footnotes.

[s] Not a member during this year.

TABLE 32: NUMBER AND AVERAGE SALARIES OF CANADIAN ARL UNIVERSITY LIBRARIANS
BY POSITION AND SEX, FY 2001-02*

		Women		Men		Total	
Position		Salary	No.	Salary	No.	Salary	No.
Director		$127,677	6	$121,115	8	$123,927	14
Associate Director		91,141	16	100,978	9	94,682	25
Assistant Director		89,194	9	80,006	9	84,600	18
Head, Branch		77,491	42	72,108	14	76,145	56
Functional Specialist		62,872	43	59,719	60	61,035	103
Subject Specialist		63,297	47	66,186	35	64,530	82
Dept. Head:	Acquisitions	61,723	10	80,839	5	68,095	15
	Reference	'	10	'	2	75,084	12
	Cataloging	'	20	'	3	70,832	23
	Serials	'	1	N/A		'	1
	Documents/Maps	76,968	5	68,456	4	73,185	9
	Circulation	'	10	'	1	67,892	11
	Rare Books/Manuscripts	74,640	6	71,248	4	73,283	10
	Computer Systems	64,139	4	85,026	7	77,431	11
	Other	70,243	36	73,746	13	71,172	49
Reference:	Over 14 years experience	67,742	81	67,890	25	67,777	106
	10 to 14 years experience	56,666	32	57,220	7	56,765	39
	5 to 9 years experience	51,890	22	52,192	6	51,955	28
	Under 5 years experience	45,004	27	47,803	8	45,643	35
Cataloging:	Over 14 years experience	69,477	26	64,397	20	67,268	46
	10 to 14 years experience	'	5	'	1	55,244	6
	5 to 9 years experience	'	2	'	2	48,925	4
	Under 5 years experience	'	5	'	1	45,209	6
Other:	Over 14 years experience	69,349	7	68,103	4	68,896	11
	10 to 14 years experience	61,789	5	N/A		61,789	5
	5 to 9 years experience	'	2	'	1	'	3
	Under 5 years experience	41,276	5	42,853	6	42,136	11
All Positions		**$66,719**	**484**	**$67,750**	**255**	**$67,075**	**739**

* Excludes Canadian medical and law libraries. See Tables 39 and 46 for salaries in medical and law libraries. Salaries expressed in Canadian dollars.

'Salary data are not published when fewer than four individuals are involved in either category.

N/A - No positions were reported in this category.

TABLE 33: NUMBER AND AVERAGE YEARS OF EXPERIENCE OF CANADIAN ARL UNIVERSITY LIBRARIANS BY POSITION AND SEX, FY 2001-02*

Position		Women		Men		Total	
		Years	No.	Years	No.	Years	No.
Director		29.8	6	29.1	8	29.4	14
Associate Director		23.2	16	21.2	9	22.5	25
Assistant Director		27.4	9	23.3	9	25.4	18
Head, Branch		22.6	42	22.9	14	22.7	56
Functional Specialist		15.1	43	15.5	60	15.4	103
Subject Specialist		17.6	47	22.1	35	19.5	82
Dept. Head:	Acquisitions	20.5	10	25.0	5	22.0	15
	Reference	20.7	10	21.0	2	20.8	12
	Cataloging	23.1	20	21.0	3	22.8	23
	Serials	25.0	1	N/A		25.0	1
	Documents/Maps	25.4	5	13.5	4	20.1	9
	Circulation	19.9	10	2.0	1	18.3	11
	Rare Books/Manuscripts	26.3	6	23.5	4	25.2	10
	Computer Systems	17.3	4	23.6	7	21.3	11
	Other	21.1	36	21.2	13	21.1	49
Public Services		13.5	10	10.8	9	12.2	19
Technical Services		18.0	4	19.5	2	18.5	6
Administrations		11.6	5	N/A		11.6	5
Reference		16.0	162	16.8	46	16.2	208
Cataloger		20.9	38	22.5	24	21.6	62
All Positions		**18.8**	**484**	**19.3**	**255**	**19.0**	**739**

* Excludes Canadian medical and law libraries. See Tables 40 and 47 for figures in medical and law libraries.
N/A - No positions were reported in this category.

TABLE 34: NUMBER AND AVERAGE SALARIES OF CANADIAN ARL UNIVERSITY LIBRARIANS
BY YEARS OF EXPERIENCE AND SEX, FY 2001-02*

	Women		Men		Total		% of
Experience	Salary	No.	Salary	No.	Salary	No.	Total
0 - 3 years	$44,564	48	$44,830	29	$44,664	77	10.4%
4 - 7 years	51,158	35	53,884	23	52,239	58	7.8%
8 - 11 years	59,087	42	58,170	15	58,846	57	7.7%
12 - 15 years	62,523	65	71,086	28	65,101	93	12.6%
16 - 19 years	70,284	46	70,616	20	70,384	66	8.9%
20 - 23 years	72,825	62	71,685	28	72,470	90	12.2%
24 - 27 years	71,159	78	72,054	43	71,477	121	16.4%
28 - 31 years	74,610	59	75,767	35	75,041	94	12.7%
32 - 35 years	83,885	33	81,624	29	82,827	62	8.4%
over 35 years	84,238	16	67,428	5	80,235	21	2.8%
All Positions	**$66,719**	**484**	**$67,750**	**255**	**$67,075**	**739**	**100%**

*Excludes Canadian medical and law libraries. See Tables 41 and 48 for salaries in medical and law libraries.
Salaries expressed in Canadian dollars.

ARL UNIVERSITY MEDICAL LIBRARIES

Tables 35–41

TABLE 35: FILLED POSITIONS; AVERAGE, MEDIAN, BEGINNING PROFESSIONAL SALARIES; AND AVERAGE YEARS OF PROFESSIONAL EXPERIENCE

ARL UNIVERSITY MEDICAL LIBRARIES, FY 2001-02*

Institution	Filled Positions	Average Salary	Median Salary	Beginning Salary	Average Yrs. Exp.
Alabama	2	[‡]	[‡]	$27,000	15.0
Alberta [†]	6	$42,804	$44,503	25,232	13.7
Arizona	16	52,961	50,055	38,789	18.6
Boston University	7	49,840	51,114	30,000	13.7
British Columbia [†]	11	37,968	40,215	24,355	14.4
California, Davis	9	61,374	61,770	37,728	18.7
California, Irvine	3	[‡]	[‡]	37,728	23.7
California, Los Angeles	17	64,756	70,152	37,728	19.8
California, San Diego	9	61,467	59,800	37,728	16.9
Case Western Reserve	8	53,208	55,200	33,000	22.1
Cincinnati	22	52,617	50,109	30,000	18.5
Columbia	7	51,057	52,429	40,600	11.7
Connecticut [§]	14	61,256	61,339	45,666	15.0
Cornell	9	62,421	58,230	39,375	21.2
Dartmouth [§]	11	42,850	43,139	33,000	12.5
Duke	16	52,203	50,000	34,800	19.3
Emory	14	48,727	47,157	32,000	16.3
Florida	17	42,338	40,438	34,000	14.9
Florida State	2	[‡]	[‡]	30,000	19.0
George Washington	15	48,478	45,618	38,000	11.8
Georgetown	8	49,311	46,575	38,000	10.3
Harvard	37	56,741	54,695	38,112	13.7
Howard	6	44,758	46,413	35,049	21.7
Illinois, Chicago	27	45,504	42,967	34,000	9.9
Iowa	9	49,132	49,185	32,000	20.1
Johns Hopkins [§]	23	55,082	50,408	40,100	12.0
Kansas [§]	8	46,700	42,400	33,000	10.8
Kentucky	15	47,127	47,184	33,000	15.6
McGill [†]	8	39,840	38,664	22,380	17.8
McMaster [†]	7	41,976	43,507	23,097	21.0
Manitoba [†]	11	30,817	28,710	21,743	11.6
Miami	9	52,074	50,254	30,000	20.6
Michigan	14	47,456	43,037	33,500	14.1
Minnesota	17	49,540	46,963	35,000	16.7
Missouri	8	39,238	38,028	28,500	15.3

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*Directors are included in figures for average years of experience and filled positions, but not in either the average or median salary statistics.

[†] Canadian salaries expressed in U.S. dollars.

[‡] Salary data are not published when fewer than four individuals are involved.

[§] See Footnotes.

TABLE 35: FILLED POSITIONS; AVERAGE, MEDIAN, BEGINNING PROFESSIONAL SALARIES; AND AVERAGE YEARS OF PROFESSIONAL EXPERIENCE

ARL UNIVERSITY MEDICAL LIBRARIES, FY 2001-02[*]

Institution	Filled Positions	Average Salary	Median Salary	Beginning Salary	Average Yrs. Exp.
Montreal[1]	10	$55,410	$59,292	$21,199	17.5
Nebraska	11	51,504	48,040	25,000	18.7
New Mexico[3]	7	54,523	54,254	35,000	20.6
New York University	18	59,928	56,000	40,000	12.1
North Carolina	27	50,333	47,560	35,500	18.0
Northwestern	12	47,986	43,050	35,000	13.3
Ohio State	13	47,844	48,144	35,500	11.9
Oklahoma	9	43,974	43,545	28,000	11.2
Oklahoma State[3]	3	[2]	[2]	32,000	25.3
Pennsylvania	12	49,653	50,325	36,000	16.1
Pennsylvania State	4	51,582	53,052	35,000	18.0
Pittsburgh	24	46,046	41,524	37,000	13.7
Queen's[1]	6	33,676	29,624	22,681	14.2
Rochester	14	46,921	44,389	35,000	18.0
Saskatchewan[1]	2	[2]	[2]	23,460	4.0
South Carolina	7	40,664	37,458	29,000	11.3
Southern California	15	62,012	59,904	38,700	18.8
Southern Illinois	4	[2]	[2]	30,000	19.8
Stanford	9	67,871	62,453	44,700	N/A
SUNY Buffalo	18	49,093	47,439	33,000	16.2
SUNY Stony Brook	21	56,562	53,272	35,000	10.6
Temple	11	43,616	44,010	31,000	18.8
Texas A&M	11	47,911	47,007	35,000	15.4
Texas Tech[3]	18	47,384	42,896	33,864	20.7
Toronto[1]	18	46,092	50,379	23,368	13.6
Tulane	8	43,593	42,850	33,000	23.5
Utah	12	42,726	44,494	30,000	13.4
Vanderbilt	22	46,406	45,889	31,000	10.5
Virginia	15	53,069	52,000	34,000	14.5
Washington	19	54,565	51,540	35,000	20.3
Washington U.-St. Louis	17	55,033	50,772	37,382	22.3
Wayne State	6	42,226	37,143	36,000	12.2
Wisconsin	16	45,876	40,138	35,262	6.8
Yale	18	51,514	47,380	40,000	13.7

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[*] Directors are included in figures for average years of experience and filled positions, but not in either the average or median salary statistics.

[1] Canadian salaries expressed in U.S. dollars.

[2] Salary data are not published when fewer than four individuals are involved.

[3] See Footnotes.

TABLE 36: BEGINNING PROFESSIONAL SALARIES IN ARL UNIVERSITY MEDICAL LIBRARIES

RANK ORDER TABLE, FY 2001-02*

Rank	Institution	Salary
1	Connecticut	$45,666
2	Stanford	44,700
3	Columbia	40,600
4	Johns Hopkins	40,100
5	New York	40,000
5	Yale	40,000
7	Cornell	39,375
8	Arizona	38,789
9	Southern California	38,700
10	Harvard	38,112
11	Georgetown	38,000
11	George Washington	38,000
13	Calif. Davis	37,728
13	Calif. Irvine	37,728
13	Calif. Los Angeles	37,728
13	Calif. San Diego	37,728
17	Washington-St. Louis	37,382
18	Pittsburgh	37,000
19	Pennsylvania	36,000
19	Wayne State	36,000
21	Ohio State	35,500
21	North Carolina	35,500
23	Wisconsin	35,262
24	Howard	35,049
25	New Mexico	35,000
25	SUNY Stony Brook	35,000
25	Minnesota	35,000
25	Pennsylvania State	35,000
25	Texas A&M	35,000
25	Washington	35,000
25	Rochester	35,000
25	Northwestern	35,000
33	Duke	34,800
34	Florida	34,000
34	Illinois, Chicago	34,000
34	Virginia	$34,000
37	Texas Tech	33,864
38	Michigan	33,500
39	Case Western Reserve	33,000
39	Dartmouth	33,000
39	Kansas	33,000
39	Kentucky	33,000
39	SUNY Buffalo	33,000
39	Tulane	33,000
45	Oklahoma State	32,000
45	Emory	32,000
45	Iowa	32,000
48	Temple	31,000
48	Vanderbilt	31,000
50	Southern Illinois	30,000
50	Utah	30,000
50	Miami	30,000
50	Florida State	30,000
50	Cincinnati	30,000
50	Boston University	30,000
56	South Carolina	29,000
57	Missouri	28,500
58	Oklahoma	28,000
59	Alabama	27,000
60	Alberta '	25,232
61	Nebraska	25,000
62	British Columbia '	24,355
63	Saskatchewan '	23,460
64	Toronto '	23,368
65	McMaster '	23,097
66	Queen's '	22,681
67	McGill '	22,380
68	Manitoba '	21,743
69	Montreal '	21,199

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* Beginning salary figures represent officially designated base, not necessarily salaries of actual incumbents.
' Canadian salaries expressed in U.S. dollars.

TABLE 37: MEDIAN PROFESSIONAL SALARIES IN ARL UNIVERSITY MEDICAL LIBRARIES
RANK ORDER TABLE, FY 2001-02*

Rank	Institution	Salary	Rank	Institution	Salary
1	California, Los Angeles	$70,152	33	Kentucky	$47,184
2	Stanford	62,453	34	Emory	47,157
3	California, Davis	61,770	35	Texas A&M	47,007
4	Connecticut	61,339	36	Minnesota	46,963
5	Southern California	59,904	37	Georgetown	46,575
6	California, San Diego	59,800	38	Howard	46,413
7	Montreal [1]	59,292	39	Vanderbilt	45,889
8	Cornell	58,230	40	George Washington	45,618
9	New York University	56,000	41	Alberta [1]	44,503
10	Case Western Reserve	55,200	42	Utah	44,494
11	Harvard	54,695	43	Rochester	44,389
12	New Mexico	54,254	44	Temple	44,010
13	SUNY Stony Brook	53,272	45	Oklahoma	43,545
14	Pennsylvania State	53,052	46	McMaster [1]	43,507
15	Columbia	52,429	47	Dartmouth	43,139
16	Virginia	52,000	48	Northwestern	43,050
17	Washington	51,540	49	Michigan	43,037
18	Boston University	51,114	50	Illinois, Chicago	42,967
19	Washington U.-St. Louis	50,772	51	Texas Tech	42,896
20	Johns Hopkins	50,408	52	Tulane	42,850
21	Toronto [1]	50,379	53	Kansas	42,400
22	Pennsylvania	50,325	54	Pittsburgh	41,524
23	Miami	50,254	55	Florida	40,438
24	Cincinnati	50,109	56	British Columbia [1]	40,215
25	Arizona	50,055	57	Wisconsin	40,138
26	Duke	50,000	58	McGill [1]	38,664
27	Iowa	49,185	59	Missouri	38,028
28	Ohio State	48,144	60	South Carolina	37,458
29	Nebraska	48,040	61	Wayne State	37,143
30	North Carolina	47,560	62	Queen's [1]	29,624
31	SUNY Buffalo	47,439	63	Manitoba [1]	28,710
32	Yale	47,380			

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* Salaries of directors are not included in the calculation of medians. Alabama, California-Irvine, Florida State, Oklahoma State, Saskatchewan, and Southern Illinois are not ranked because they reported fewer than four individuals.

[1] Canadian salaries expressed in U.S. dollars.

TABLE 38: AVERAGE PROFESSIONAL SALARIES
IN ARL UNIVERSITY MEDICAL LIBRARIES
RANK ORDER TABLE, FY 2001-02*

Rank	Institution	Salary	Rank	Institution	Salary
1	Stanford	$67,871	33	Emory	$48,727
2	California, Los Angeles	64,756	34	George Washington	48,478
3	Cornell	62,421	35	Northwestern	47,986
4	Southern California	62,012	36	Texas A&M	47,911
5	California, San Diego	61,467	37	Ohio State	47,844
6	California, Davis	61,374	38	Michigan	47,456
7	Connecticut	61,256	39	Texas Tech	47,384
8	New York University	59,928	40	Kentucky	47,127
9	Harvard	56,741	41	Rochester	46,921
10	SUNY Stony Brook	56,562	42	Kansas	46,700
11	Montreal '	55,410	43	Vanderbilt	46,406
12	Johns Hopkins	55,082	44	Toronto '	46,[illegible]42
13	Washington U.-St. Louis	55,033	45	Pittsburgh	46,046
14	Washington	54,565	46	Wisconsin	45,876
15	New Mexico	54,523	47	Illinois, Chicago	45,504
16	Case Western Reserve	53,208	48	Howard	44,758
17	Virginia	53,069	49	Oklahoma	43,974
18	Arizona	52,961	50	Temple	43,616
19	Cincinnati	52,617	51	Tulane	43,593
20	Duke	52,203	52	Dartmouth	42,850
21	Miami	52,074	53	Alberta '	42,804
22	Pennsylvania State	51,582	54	Utah	42,726
23	Yale	51,514	55	Florida	42,338
24	Nebraska	51,504	56	Wayne State	42,226
25	Columbia	51,057	57	McMaster '	41,976
26	North Carolina	50,333	58	South Carolina	40,664
27	Boston University	49,840	59	McGill '	39,840
28	Pennsylvania	49,653	60	Missouri	39,238
29	Minnesota	49,540	61	British Columbia '	37,968
30	Georgetown	49,311	62	Queen's '	33,676
31	Iowa	49,132	63	Manitoba '	30,817
32	SUNY Buffalo	49,093			

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* Salaries of directors are not included in the calculation of averages. Alabama, California-Irvine, Florida State, Oklahoma State, Saskatchewan, and Southern Illinois are not ranked because they reported fewer than four individuals.

'Canadian salaries expressed in U.S. dollars.

TABLE 39: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY MEDICAL LIBRARIANS
BY POSITION AND SEX, FY 2001-02*

		Women		Men		Total	
Position		Salary	No.	Salary	No.	Salary	No.
Head, Medical		$99,640	39	$110,895	19	$103,327	58
Associate Director		71,364	39	74,272	16	72,210	55
Assistant Director		57,491	25	57,565	12	57,515	37
Head, Branch		*	23	*	3	51,661	26
Functional Specialist		50,037	56	50,089	37	50,058	93
Subject Specialist		49,135	45	44,497	5	48,671	50
Dept. Head:	Acquisitions	49,090	10	56,302	4	51,151	14
	Reference	55,338	17	59,797	7	56,639	24
	Cataloging	†	14	†	2	54,036	16
	Serials	†	6	†	1	50,548	7
	Documents/Maps	N/A		†	1	†	1
	Circulation	†	15	†	1	51,814	16
	Rare Books/Manuscripts	†	5	†	3	60,311	8
	Computer Systems	59,017	9	58,842	9	58,929	18
	Other	55,383	54	52,832	14	54,858	68
Reference:	Over 14 years experience	48,479	73	52,649	20	49,376	93
	10 to 14 years experience	44,158	32	50,723	5	45,045	37
	5 to 9 years experience	40,646	47	42,736	12	41,071	59
	Under 5 years experience	36,161	58	45,417	12	37,748	70
Cataloging:	Over 14 years experience	†	6	†	1	45,513	7
	10 to 14 years experience	†	2	N/A		†	2
	5 to 9 years experience	†	5	†	1	48,934	6
	Under 5 years experience	41,453	5	N/A		41,453	5
Other:	Over 14 years experience	51,482	29	44,720	8	50,020	37
	10 to 14 years experience	†	9	†	1	43,444	10
	5 to 9 years experience	39,565	11	44,635	4	40,917	15
	Under 5 years experience	38,810	17	44,040	6	40,174	23
All Positions		**$52,482**	**651**	**$58,137**	**204**	**$53,831**	**855**

* Canadian salaries expressed in U.S. dollars.

†Salary data are not published when fewer than four individuals are involved in either category.

N/A - No positions were reported in this category.

TABLE 40: NUMBER AND AVERAGE YEARS OF EXPERIENCE OF ARL UNIVERSITY MEDICAL LIBRARIANS
BY POSITION AND SEX, FY 2001-02

	Women		Men		Total	
Position	Years	No.	Years	No.	Years	No.
Head, Medical	26.2	39	26.8	19	26.4	58
Associate Director	24.0	39	21.4	16	23.2	55
Assistant Director	20.9	25	14.0	12	18.6	37
Head, Branch	18.5	23	18.7	3	18.5	26
Functional Specialist	13.0	55	9.6	36	11.6	91
Subject Specialist	14.6	44	11.2	5	14.2	49
Dept. Head: Acquisitions	19.3	10	26.5	4	21.4	14
Reference	20.4	17	17.1	7	19.5	24
Cataloging	17.9	14	23.0	2	18.6	16
Serials	16.2	6	24.0	1	17.3	7
Documents/Maps	N/A		7.0	1	7.0	1
Circulation	15.3	15	2.0	1	14.4	16
Rare Books/Manuscripts	23.0	5	19.7	3	21.8	8
Computer Systems	13.1	8	11.9	9	12.5	17
Other	19.2	53	14.5	14	18.2	67
Public Services	14.1	37	11.8	11	13.5	48
Technical Services	13.5	16	3.3	4	11.5	20
Administrative Services	11.8	13	19.3	4	13.5	17
Reference	11.5	210	12.7	49	11.8	259
Cataloger	12.0	18	16.5	2	12.5	20
All Positions	**15.7**	**647**	**14.9**	**203**	**15.5**	**850**

N/A - No positions were reported in this category.

TABLE 41: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY MEDICAL LIBRARIANS
BY YEARS OF EXPERIENCE AND SEX, FY 2001-02*

	Women		Men		Total		% of
Experience	Salary	No.	Salary	No.	Salary	No.	Total
0 - 3 years	$37,804	95	$43,889	30	$39,264	125	15%
4 - 7 years	42,338	93	48,144	37	43,991	130	15%
8 - 11 years	48,057	75	51,599	20	48,802	95	11%
12 - 15 years	48,696	57	59,920	17	51,275	74	9%
16 - 19 years	52,752	75	59,467	30	54,670	105	12%
20 - 23 years	57,545	80	61,455	25	58,476	105	12%
24 - 27 years	62,502	81	70,262	18	63,913	99	12%
28 - 31 years	68,083	62	71,695	16	68,824	78	9%
32 - 35 years	76,892	21	89,779	8	80,447	29	3%
over 35 years	†	8	†	2	69,019	10	1%
All Positions	**$52,342**	**647**	**$58,084**	**203**	**$53,714**	**850**	**100%**

* Canadian salaries expressed in U.S. dollars.

† Salary data are not published when fewer than four individuals are involved in either category.

ARL UNIVERSITY LAW LIBRARIES

Tables 42–48

TABLE 42: FILLED POSITIONS; AVERAGE, MEDIAN, BEGINNING PROFESSIONAL SALARIES; AND AVERAGE YEARS OF EXPERIENCE

IN ARL UNIVERSITY LAW LIBRARIES, FY 2001-02*

Institution	Filled Positions	Average Salary	Median Salary	Beginning Salary	Average Yrs. Exp.
Alabama	8	$42,755	$41,296	$32,000	15.3
Alberta [1]	4	45,397	46,288	25,232	24.0
Arizona	9	51,741	52,292	40,000	15.4
Arizona State	8	47,954	50,000	36,000	12.6
Boston University	10	59,878	51,000	43,000	15.3
Boston College	12	59,891	61,600	34,350	17.4
British Columbia [1]	3	[2]	[2]	24,355	19.0
California, Davis	6	69,838	76,476	37,728	23.0
California, Los Angeles	15	61,671	61,836	37,728	11.5
Case Western Reserve	11	55,602	53,456	40,000	13.8
Cincinnati	8	49,573	47,027	29,000	19.5
Colorado	8	53,997	50,559	35,000	14.8
Columbia	17	62,281	61,575	45,600	12.3
Connecticut [3]	26	49,097	52,560	33,460	11.9
Cornell	5	58,476	56,220	42,000	15.6
Duke	10	57,411	55,000	43,000	17.3
Emory	8	50,690	47,711	32,000	14.6
Florida	11	46,301	44,788	35,000	23.6
Florida State	10	44,338	44,860	30,000	19.0
George Washington [3]	19	60,037	59,004	40,000	11.2
Georgetown	22	60,701	59,300	38,357	11.8
Georgia	10	46,599	43,054	30,000	11.8
Harvard	42	65,204	66,711	38,112	18.3
Hawaii	6	51,109	53,316	34,644	10.8
Houston	9	51,116	48,877	35,000	18.1
Howard	9	40,987	39,687	35,049	11.1
Illinois, Urbana	6	54,464	55,890	39,000	9.8
Indiana	8	56,487	55,183	33,803	17.3
Iowa	15	57,461	51,250	32,000	17.3
Kansas	6	41,509	42,250	29,411	10.3
Kentucky	6	39,586	38,601	33,000	7.8
Louisiana State	10	55,599	48,366	40,000	22.6
McGill [1]	5	46,797	43,391	22,380	21.2
Manitoba [1]	3	[2]	[2]	21,743	22.3
Miami	15	42,035	39,852	31,000	13.6
Michigan	13	61,754	56,686	41,000	13.7
Minnesota	12	59,424	55,000	35,000	17.3
Missouri [3]	6	45,614	42,113	U/A	11.8
Montreal [1]	6	58,096	59,292	21,199	18.0

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* Directors are included in figures for average years of experience and filled positions, but not in either the average or median salary statistics.

[1] Canadian salaries expressed in U.S. dollars.

[2] Salary data are not published when fewer than four individuals are involved.

U/A - Unavailable

[3] See Footnotes.

TABLE 42: FILLED POSITIONS; AVERAGE, MEDIAN, BEGINNING PROFESSIONAL SALARIES; AND AVERAGE YEARS OF EXPERIENCE

IN ARL UNIVERSITY LAW LIBRARIES, FY 2001-02*

Institution	Filled Positions	Average Salary	Median Salary	Beginning Salary	Average Yrs. Exp.
Nebraska	5	$47,938	$48,250	$30,000	11.0
New Mexico[§]	5	53,819	53,966	40,000	15.2
New York University	19	62,652	59,734	48,000	16.3
North Carolina	11	54,231	49,984	35,500	13.5
Northwestern	10	56,168	56,354	32,000	18.3
Notre Dame	12	56,527	59,000	34,000	14.3
Ohio State	8	50,805	47,000	35,500	15.0
Oklahoma	6	42,308	38,000	25,000	13.3
Oregon	5	44,072	41,138	33,000	18.6
Pennsylvania	12	58,550	59,266	36,000	14.7
Pennsylvania State	6	51,530	52,032	35,000	17.0
Queen's[†]	3	[‡]	[‡]	22,681	17.0
Rutgers, Camden	8	58,098	52,140	42,987	16.4
Rutgers, Newark	8	66,694	61,019	42,987	18.6
Saskatchewan[†]	3	[‡]	[‡]	23,460	12.0
South Carolina	8	53,183	42,024	36,000	15.6
Southern Illinois	6	63,266	72,302	40,000	19.3
Stanford	9	67,875	65,286	44,700	U/A
SUNY Buffalo	12	51,240	55,673	33,000	17.4
Temple	10	47,987	43,155	28,500	17.1
Tennessee	8	57,978	54,996	37,000	19.3
Texas	18	50,812	45,000	30,000	15.2
Texas Tech	5	47,917	48,794	29,916	16.6
Toronto[†]	7	51,017	51,758	23,368	8.6
Tulane	10	50,534	47,150	35,000	13.1
Utah	7	49,173	46,940	39,300	14.0
Vanderbilt	8	55,470	49,000	31,000	15.5
Virginia	13	61,225	52,500	34,000	18.5
Washington	15	56,397	57,546	40,000	15.1
Washington U.-St. Louis	8	47,517	51,115	40,000	12.8
Wayne State	4	[‡]	[‡]	36,000	15.5
Western Ontario[†]	3	[‡]	[‡]	27,376	16.3
Wisconsin	14	52,126	49,400	35,262	15.7
Yale	15	66,096	59,202	47,000	22.0
York[†]	6	47,275	44,104	27,795	21.0

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* Directors are included in figures for average years of experience and filled positions, but not in either the average or median salary statistics.

[†] Canadian salaries expressed in U.S. dollars.

[‡] Salary data are not published when fewer than four individuals are involved.

U/A - Unavailable

[§] See Footnotes.

TABLE 43: BEGINNING PROFESSIONAL SALARIES
IN ARL UNIVERSITY LAW LIBRARIES
RANK ORDER TABLE, FY 2001-02*

Rank	Institution	Salary	Rank	Institution	Salary
1	New York	$48,000	34	Pennsylvania State	$35,000
2	Yale	47,000	34	Tulane	35,000
3	Columbia	45,600	40	Hawaii	34,644
4	Stanford	44,700	41	Boston College	34,350
5	Boston University	43,000	42	Notre Dame	34,000
5	Duke	43,000	42	Virginia	34,000
7	Camden - Law	42,987	44	Indiana	33,803
7	Newark - Law	42,987	45	Connecticut	33,460
9	Cornell	42,000	46	Kentucky	33,000
10	Michigan	41,000	46	Oregon	33,000
11	Arizona	40,000	46	SUNY Buffalo	33,000
11	Case Western Reserve	40,000	49	Alabama	32,000
11	George Washington	40,000	49	Emory	32,000
11	Louisiana State	40,000	49	Iowa	32,000
11	New Mexico	40,000	49	Northwestern	32,000
11	Southern Illinois	40,000	53	Miami	31,000
11	Washington	40,000	53	Vanderbilt	31,000
11	Washington-St. Louis	40,000	55	Florida State	30,000
19	Utah	39,300	55	Georgia	30,000
20	Illinois, Urbana	39,000	55	Nebraska	30,000
21	Georgetown	38,357	55	Texas	30,000
22	Harvard	38,112	59	Texas Tech	29,916
23	Calif. Davis	37,728	60	Kansas	29,411
23	Calif. Los Angeles	37,728	61	Cincinnati	29,000
25	Tennessee	37,000	62	Temple	28,500
26	Arizona State	36,000	63	York [†]	27,795
26	Pennsylvania	36,000	64	Western Ontario [†]	27,376
26	South Carolina	36,000	65	Alberta [†]	25,232
26	Wayne State	36,000	66	Oklahoma	25,000
30	North Carolina	35,500	67	British Columbia [†]	24,355
30	Ohio State	35,500	68	Saskatchewan [†]	23,460
32	Wisconsin	35,262	69	Toronto [†]	23,368
33	Howard	35,049	70	Queen's [†]	22,681
34	Colorado	35,000	71	McGill [†]	22,380
34	Florida	35,000	72	Manitoba [†]	21,743
34	Houston	35,000	73	Montreal [†]	21,199
34	Minnesota	35,000	74	Missouri [‡]	U/A

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* Beginning salary figures represent officially designated base, not necessarily salaries of actual incumbents.

[†] Canadian salaries expressed in U.S. dollars.

[‡] See Footnotes.

TABLE 44: MEDIAN PROFESSIONAL SALARIES IN ARL UNIVERSITY LAW LIBRARIES

RANK ORDER TABLE, FY 2001-02[*]

Rank	Institution	Salary	Rank	Institution	Salary
1	California, Davis	$76,476	35	Iowa	$51,250
2	Southern Illinois	72,302	36	Washington U.-St. Louis	51,115
3	Harvard	66,711	37	Boston University	51,000
4	Stanford	65,286	38	Colorado	50,559
5	California, Los Angeles	61,836	39	Arizona State	50,000
6	Boston College	61,600	40	North Carolina	49,984
7	Columbia	61,575	41	Wisconsin	49,400
8	Rutgers, Newark	61,019	42	Vanderbilt	49,000
9	New York University	59,734	43	Houston	48,877
10	Georgetown	59,300	44	Texas Tech	48,794
11	Montreal [']	59,292	45	Louisiana State	48,366
12	Pennsylvania	59,266	46	Nebraska	48,250
13	Yale	59,202	47	Emory	47,711
14	George Washington	59,004	48	Tulane	47,150
15	Notre Dame	59,000	49	Cincinnati	47,027
16	Washington	57,546	50	Ohio State	47,000
17	Michigan	56,686	51	Utah	46,940
18	Northwestern	56,354	52	Alberta [']	46,288
19	Cornell	56,220	53	Texas	45,000
20	Illinois, Urbana	55,890	54	Florida State	44,860
21	SUNY Buffalo	55,673	55	Florida	44,788
22	Indiana	55,183	56	York [']	44,104
23	Duke	55,000	57	McGill [']	43,391
23	Minnesota	55,000	58	Temple	43,155
25	Tennessee	54,996	59	Georgia	43,054
26	New Mexico	53,966	60	Kansas	42,250
27	Case Western Reserve	53,456	61	Missouri	42,113
28	Hawaii	53,316	62	South Carolina	42,024
29	Connecticut	52,560	63	Alabama	41,296
30	Virginia	52,500	64	Oregon	41,138
31	Arizona	52,292	65	Miami	39,852
32	Rutgers, Camden	52,140	66	Howard	39,687
33	Pennsylvania State	52,032	67	Kentucky	38,601
34	Toronto [']	51,758	68	Oklahoma	38,000

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[*] Salaries of directors are not included in the calculation of medians. British Columbia, Manitoba, Queen's, Saskatchewan, Wayne State, and Western Ontario are not ranked because they reported fewer than four individuals.

['] Canadian salaries expressed in U.S. dollars.

TABLE 45: AVERAGE PROFESSIONAL SALARIES
IN ARL UNIVERSITY LAW LIBRARIES
RANK ORDER TABLE, FY 2001-02*

Rank	Institution	Salary	Rank	Institution	Salary
1	California, Davis	$69,838	35	South Carolina	$53,183
2	Stanford	67,875	36	Wisconsin	52,126
3	Rutgers, Newark	66,694	37	Arizona	51,741
4	Yale	66,096	38	Pennsylvania State	51,530
5	Harvard	65,204	39	SUNY Buffalo	51,240
6	Southern Illinois	63,266	40	Houston	51,116
7	New York University	62,652	41	Hawaii	51,109
8	Columbia	62,281	42	Toronto [1]	51,017
9	Michigan	61,754	43	Texas	50,812
10	California, Los Angeles	61,671	44	Ohio State	50,805
11	Virginia	61,225	45	Emory	50,690
12	Georgetown	60,701	46	Tulane	50,534
13	George Washington	60,037	47	Cincinnati	49,573
14	Boston College	59,891	48	Utah	49,173
15	Boston University	59,878	49	Connecticut	49,097
16	Minnesota	59,424	50	Temple	47,987
17	Pennsylvania	58,550	51	Arizona State	47,954
18	Cornell	58,476	52	Nebraska	47,938
19	Rutgers, Camden	58,098	53	Texas Tech	47,917
20	Montreal [1]	58,096	54	Washington U.-St. Louis	47,517
21	Tennessee	57,978	55	York [1]	47,275
22	Iowa	57,461	56	McGill [1]	46,797
23	Duke	57,411	57	Georgia	46,599
24	Notre Dame	56,527	58	Florida	46,301
25	Indiana	56,487	59	Missouri	45,614
26	Washington	56,397	60	Alberta [1]	45,397
27	Northwestern	56,168	61	Florida State	44,338
28	Case Western Reserve	55,602	62	Oregon	44,072
29	Louisiana State	55,599	63	Alabama	42,755
30	Vanderbilt	55,470	64	Oklahoma	42,308
31	Illinois, Urbana	54,464	65	Miami	42,035
32	North Carolina	54,231	66	Kansas	41,509
33	Colorado	53,997	67	Howard	40,987
34	New Mexico	53,819	68	Kentucky	39,586

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* Salaries of directors are not included in the calculation of averages. British Columbia, Manitoba, Queen's, Saskatchewan, Wayne State, and Western Ontario are not ranked because they reported fewer than four individuals.

[1] Canadian salaries expressed in U.S. dollars.

TABLE 46: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LAW LIBRARIANS BY POSITION AND SEX, FY 2001-02*

Position		Women		Men		Total	
		Salary	No.	Salary	No.	Salary	No.
Head, Law		$122,405	35	$126,120	32	$124,179	67
Associate Director		79,433	27	75,711	14	78,162	41
Assistant Director		67,123	18	71,802	10	68,794	28
Functional Specialist		50,439	25	50,312	23	50,378	48
Subject Specialist		57,427	22	56,091	13	56,931	35
Dept. Head:	Acquisitions	54,250	25	54,699	7	54,348	32
	Reference	63,158	20	62,693	12	62,984	32
	Cataloging	'	32	'	3	57,364	35
	Serials	50,757	7	N/A		50,757	7
	Documents/Maps	'	13	'	1	49,437	14
	Circulation	53,627	23	43,471	5	51,814	28
	Rare Books/Manuscripts	'	4	'	2	58,141	6
	Computer Systems	49,778	6	62,924	6	56,351	12
	Other	59,045	27	59,412	21	59,206	48
Reference:	Over 14 years experience	55,786	37	55,397	15	55,674	52
	10 to 14 years experience	51,880	12	51,456	10	51,687	22
	5 to 9 years experience	46,688	29	50,488	9	47,588	38
	Under 5 years experience	44,612	38	44,315	26	44,491	64
Cataloging:	Over 14 years experience	53,537	21	52,161	6	53,231	27
	10 to 14 years experience	'	8	'	2	41,648	10
	5 to 9 years experience	'	9	'	2	41,284	11
	Under 5 years experience	'	4	'	1	41,405	5
Other:	Over 14 years experience	52,000	18	83,742	4	57,771	22
	10 to 14 years experience	'	9	'	3	50,092	12
	5 to 9 years experience	47,083	4	42,332	6	44,232	10
	Under 5 years experience	37,031	9	35,970	4	36,704	13
All Positions		**$59,345**	**482**	**$64,891**	**237**	**$61,173**	**719**

* Canadian salaries expressed in U.S. dollars.

N/A - No positions were reported in this category.

' Salary data are not published when fewer than four individuals are involved in either category.

TABLE 47: NUMBER AND AVERAGE YEARS OF EXPERIENCE OF ARL UNIVERSITY LAW LIBRARIANS
BY POSITION AND SEX, FY 2001-02

	Women		Men		Total	
Position	Years	No.	Years	No.	Years	No.
Head, Law	25.3	34	24.8	32	25.1	66
Associate Director	21.6	27	16.4	14	19.8	41
Assistant Director	15.7	17	18.4	10	16.7	27
Functional Specialist	10.9	25	11.2	23	11.0	48
Subject Specialist	16.7	22	15.4	13	16.2	35
Dept. Head: Acquisitions	20.2	25	13.7	7	18.8	32
Reference	16.9	20	15.5	12	16.3	32
Cataloging	19.6	32	15.3	3	19.3	35
Serials	10.6	7	N/A		10.6	7
Documents/Maps	18.1	13	4.0	1	17.1	14
Circulation	15.5	23	11.2	5	14.8	28
Rare Books/Manuscripts	22.3	4	12.5	2	19.0	6
Computer Systems	15.7	6	18.7	6	17.2	12
Other	17.3	26	15.0	20	16.3	46
Public Services	13.7	15	8.4	5	12.4	20
Technical Services	15.9	18	7.2	5	14.0	23
Administrative Services	17.0	7	13.9	7	15.4	14
Reference	11.5	116	9.5	60	10.8	176
Cataloger	16.5	42	15.0	11	16.2	53
All Positions	**16.2**	**479**	**14.4**	**236**	**15.6**	**715**

N/A - No positions were reported in this category.

TABLE 48: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LAW LIBRARIANS BY YEARS OF EXPERIENCE AND SEX, FY 2001-02*

	Women		Men		Total		% of
Experience	**Salary**	**No.**	**Salary**	**No.**	**Salary**	**No.**	**Total**
0 - 3 years	$43,050	55	$43,992	42	$43,458	97	14%
4 - 7 years	47,813	67	51,903	32	49,135	99	14%
8 - 11 years	51,038	60	53,200	29	51,742	89	12%
12 - 15 years	55,672	57	58,303	35	56,673	92	13%
16 - 19 years	63,444	46	72,625	19	66,128	65	9%
20 - 23 years	63,065	63	79,758	29	68,327	92	13%
24 - 27 years	70,784	60	80,278	25	73,576	85	12%
28 - 31 years	71,699	35	85,009	13	75,304	48	7%
32 - 35 years	75,743	29	109,024	7	82,214	36	5%
over 35 years	90,792	7	126,877	5	105,827	12	2%
All Positions	**$59,054**	**479**	**$64,807**	**236**	**$60,953**	**715**	**100%**

* Canadian salaries expressed in U.S. dollars.

UNIVERSITY LIBRARY

Questionnaire and Instructions

ARL ANNUAL SALARY SURVEY 2001-02

UNIVERSITY LIBRARY QUESTIONNAIRE

General Instructions for Completing the Questionnaire

1. This survey is concerned with professional positions only. Since the criteria for determining professional status vary among libraries, there is no attempt to define the term "professional." Each library should report the salaries of those staff members it considers professionals, irrespective of faculty status or membership in a collective bargaining unit, including, when appropriate, staff who are not librarians in the strict sense of the term, such as computer experts, systems analysts, budget officers, etc.

2. Individual salaries for the general, law, and medical library may be reported on the templates (located online at <ftp://www.arl.org/stat/salary/>), using Microsoft Excel. See "Instructions for Data Inputters." Please **DO NOT alter** the formatted worksheets on the templates in any way; do not change any page or line numbers. If you are not able to produce data that can be saved on the templates, please submit your data using the printed forms. [If you have an Excel or word-processing file with your data in properly labeled columns, you may submit a printout of that file in lieu of the preprinted forms.]

3. Salaries should be reported for both full-time and part-time professional positions. Salaries for part-time positions should **NOT** be converted to their full-time equivalents; report the actual part-time salary paid, and indicate the percent appointment for that employee in the appropriate column.

4. To calculate the percent appointment, if less than 1.00, which stands for 100%, divide the months the employee works by the number of months considered to be the norm for full-time employment at your institution (or the number of hours per week an employee works by the number of hours per week considered to be the norm for full-time employment at your institution). For example, if a full-time appointment at your institution is 12 months, a 9-month part-time appointment would be .75, i.e. 75%. If a full-time appointment at your institution is 40 hours per week, an appointment at 30 hours per week is also .75. To calculate the percent appointment for an employee who works 30 hours a week and only for 9 months a year, when the norm for full-time employment is 40 hours a week and a 12-month appointment, multiply the percent appointment per week by the percent appointment per year, i.e. .75 x .75 = .56.

5. Percent appointment should be rounded to two decimal places; do NOT use whole numbers (e.g., enter .65, not 65 or 65%). All other numbers (e.g. salaries, years of experience) should be rounded to the **nearest whole number**.

6. The salaries for all professional positions should be included, regardless of whether the salaries come from regular library budget funds **or from special funds such as research grants**. Please include all professionals involved in the provision of library services, including **contract-supported positions**.

7. The salary figures should be straight gross salary figures. **Do not include fringe benefits**.

8. Salary figures should be reported in digits only; do NOT use "$" or "," (e.g., 25470, not $25,470).

9. Explanatory footnotes to the reported figures may be provided, when necessary, at the end of Part I. Footnotes will be included in the published survey, where appropriate.

10. After all data have been entered, make a backup copy of the complete file (including individual names/id#s) for your institution's master file, if you wish to refer to this file in the future. Note: The data submitted to ARL should NOT include individual names or id#s, so ARL will NOT be able to supply a copy of your institution's complete file next year.

11. The questionnaire should be returned to the ARL Office by August 31, 2001. If you are providing the individual data as an electronic file, please send the files as an email attachment to stats-ra@arl.org, and mail or fax Part I of the survey and a printout of the data file (Part II). Alternatively, you can save the files on a disk and mail the disk with the hard copy of Part I and Part II of the survey. **Be sure to keep a complete copy of your return, including the electronic version of the data for your files**.

Instructions for Completing Part I: Summary Data

1. Part I of this survey deals with general information for the current fiscal year, 2001-02.

2. Please include the Beginning Professional Salary for Law and Medical libraries if included in the survey; if not included, enter "N/A" in the appropriate blank.

3. **Question 1**. The Beginning Professional Salary is the salary that **would** be paid to a **newly hired professional without experience**, not necessarily the lowest professional salary paid. In reporting the beginning salary, please use a figure that is actually used or likely to be used for entry-level librarians hired by your library, even if it is your practice rarely to hire entry-level professionals without experience.

   Please report the **2001-02** Beginning Professional Salary to the best of your knowledge as it exists on July 1, 2001. Do not delay returning your survey with the expectation that more information will be available later.

4. The 2001-02 Average and Median Salary figures will be calculated by ARL from the individual data supplied.

5. Be sure to fill in the name of the reporting library and the name of the person who prepares the report.

Instructions for Completing Part II: Individual Data

1. Part II of this survey requests information on salary, sex, minority status, rank, and years of experience for all filled positions for fiscal year 2001-02. The survey requests information for individuals; aggregate data for each institution will be generated by computer. Vacant positions should be excluded from your report.

2. Data for the general, law, and medical libraries may be reported on separate templates; see #4 below for specific instructions.

3. **Survey Form.** If you are not able to submit the data in electronic form, please use the enclosed forms. Photocopy additional sheets if you cannot list all professional positions in the space provided. You may also use a printout from a word-processing document with all columns correctly ordered and labeled.

   If you are reporting on paper forms only, list information for individuals in separate Law or Medical libraries on sheets devoted only to each of those two branches. Check the appropriate box at the top of the form to indicate when a sheet is only for Law or Medical library staff.

   The left-hand column labeled "Name/ID" has been provided so the form can also serve as a work sheet. After the forms have been completed, the left-hand column should be removed to ensure anonymity of the data. Except for segregating Law and Medical library staff, the order in which staff members are entered on the form is immaterial; enter them in the order most convenient for you.

4. **Template.** The templates contain data input files for general, law, and medical library data in .xls files that can be uploaded into spreadsheet programs. They are labeled as follows:

General	ARL01xxxx.xls
Law	LAW01xxxx.xls
Medical	MED01xxxx.xls

   xxxx = Library identification number; see label on the file. The file names this year have a "01", standing for 2001-02, preceding the four-digit library identification number, to distinguish them from, and prevent overwriting of, files you may have created in prior years.

   The files contain empty worksheets with columns labeled as follows:

   Name/IDLibID Page Line Salary Job Sex OEOcat YrsexpRank Percent

This year the following additional optional columns are included in anticipation of the changes to the standards for the classification of federal data on race and ethnicity:

Hispanic or Latino
Amer. Indian or Alaska Native
Asian
Black or African Amer.
Native Hawaiian/Other Pacific Islander
White

The first entry in the column labeled "LibID" is already filled in so there will be no question about the institutional identity of the files as they are received. If the files have been damaged in any way or if the number in the LibID column is not the same as the library number at <http://www.lib.virginia.edu/socsci/arl/1998/institution98.html>, please call the ARL Office for instructions.

Detailed instructions for inputting data in each format are enclosed. **Please do not alter any formats, page or line numbers.**

After all data have been entered, make a backup copy of the complete file (including individual names/id#s) for your institution's master file, if you wish to refer to this file in the future. Note: The data submitted to ARL does NOT include individual names or ID numbers, so ARL will NOT be able to supply a copy of your institution's complete file next year.

5. **Salary.** Enter the individual salaries ***as they exist*** on July 1, 2001. If the library normally increases salaries at a date later than July 1, and the salary as of that later date is known or can be estimated (within $100 or so) by the time the questionnaire is due to be returned, use the higher salary figure and footnote the effective date and/or whether the reported figures are known or estimated. Please do not hold up the reporting process for later salary adjustments. Salaries should be reported for all filled positions. Vacant positions should be excluded from your report.

   Salary figures should be rounded off to the nearest whole dollar. Use digits only; do NOT use "$" or "," in reporting in figures (e.g., 25470, not $25,470).

6. **Position Code (Job).** The position categories used in this survey are intended to correspond roughly with the activities carried on in libraries, not with any particular pattern of staff organization or nomenclature.

   Please use these categories in the manner you feel best applies to your library. Indicate a position title by means of one of the following codes.

DIRLIB	Director of Libraries (or equivalent title; refers to chief executive)
ASCDIR	Associate Director
ASTDIR	Assistant Director
HDMED	Head, Medical Library (Human Medicine only)
HDLAW	Head, Law Library
HDBR	Head, Other Branch Library (including Veterinary Medicine)
FSPEC	Functional Specialist
SSPEC	Subject Specialist
HDACQ	Head, Acquisitions Department
HDCAT	Head, Catalog Department/Unit
HDCIRC	Head, Circulation
HDCOMP	Head, Library and Computer Systems
HDDOC	Head, Documents Department
HDMAP	Head, Map Room/Department
HDRBM	Head, Rare Book/Manuscripts Department
HDREF	Head, Reference Department
HDSER	Head, Serials Department
HDOTH	Head, Other Department/Service/Agency
CAT	Catalogers, both general and specialized
REF	Reference librarians, both general and specialized
PUBS	Public Services, non-supervisory, except reference librarians

TECH	Technical Services, non-supervisory, except catalogers
ADMIN	Administrative and other units, non-supervisory position

If any individual has responsibilities described by more than one of the above categories, choose the category that is most typical of his/her general duties. Codes must be used exactly as they appear in the list above.

Associate or Assistant Director, and Head, Other Branch. Use these codes for all persons at these levels regardless of the area of specialty. If an assistant or associate director is also head of a department, choose the category that most reflects the general duties of the person currently in the position.

Specialists. These are of two kinds: Subject Specialists, who primarily build collections (but may also offer specialized reference and bibliographic services); and Functional Specialists, who are media specialists or who are experts in management fields such as personnel, fiscal matters, systems, preservation, etc. Specialists may not be, strictly speaking, professional librarians (i.e., have the MLS). The "specialist" category would generally not be used for someone with significant supervisory responsibilities, who should instead be listed as a department head or assistant director (see also note under Assistant Department Head, below).

Department Heads. Department Heads not specifically included in the above list should be included under the category "Head, Other Department/Service/Agency." Head, Catalog Department should be used either for the department that handles all cataloging, or for the head of a specialized cataloging unit (e.g. copy cataloging or foreign languages). List the head of library automation and computer systems, applications, programming, etc. as HDCOMP unless that person is also an Associate or Assistant Director, in which case use the appropriate administrative code. If there is an intermediate level of management between an Associate or Assistant Director and the professionals who actually carry out the analysis, programming, etc., use HDCOMP to define that intermediate level. Professionals who carry out analysis, programming, etc. should be listed as functional specialists (FSPEC).

Head, Acquisitions Department. Use HDACQ for all of the following positions: (a) head of a department that is responsible for the selection of material (or management of selection activities carried out on a basis encompassing more than a single organizational unit), but not responsible for the placement of orders, payment of invoices, etc.; (b) head of a department responsible for the placement of orders, maintaining on-order files, payment of invoices, etc., but not responsible for selection decisions; (c) head of a department responsible for both the selection decisions (or coordination of selection activities) and for acquiring the material. Libraries that split these two functions between two departments should report more than one professional with the position HDACQ.

[*Special note concerning Assistant Department Heads.* Assistant Department Heads who are responsible for major units and spend the bulk of their time in supervision and revision of the work of others should also be listed as "Head, Other Department/Service/Agency." See additional subcodes below for Head, Cataloging, and Head, Other Department. However, Assistant Head positions responsible for small units or for supervision only in the absence of the head should be reported as non-supervisory or specialist positions as appropriate.]

7. **Sex.** Indicate either M or F, for male and female, respectively. Please use only the letter indicated; do not spell out the word.

8. **Minority status code (OEOCat).** U.S. university libraries, only, should indicate minority status by means of one of the following code numbers. (Leave blank if a Canadian library or if vacant.)

   1 Black
   2 Hispanic
   3 Asian or Pacific Islander
   4 American Indian or Native Alaskan
   5 Caucasian/Other

9. **Total years of professional experience (Yrsexp).** Define "professional experience" as indicated in the general instructions; for most professional staff members this will mean counting the years since the MLS degree was awarded. When counting, do not subtract interim periods when an individual was not engaged in professional library employment if these periods are short in relation to the overall professional career. Count an academic year contract period as a full year. Be sure to include professional experience in previous positions and in other institutions. Numbers should be rounded off to the nearest whole number.

10. **Rank.** Responses concerning rank should be limited to professional librarians and other professionals reported in the survey who occupy the same ranks as librarians. Leave the rank column blank for professionals who do not occupy these ranks or if the column is not applicable. For example, if the Library Business Officer holds a rank typically used for university administrators but not for librarians, do not supply a rank code for that individual or describe his/her rank in answering other questions, even if you have included salary and other data for the Business Officer.

If multiple ranking structures are used for librarians and these structures are substantially different and not equivalent, enter individual rank information only for that group which represents the largest fraction of "rank-and-file" librarians.

Do not use roman numeral rank levels. Convert your local ranking system if necessary.

Complete the column labeled "Rank Code" using the following codes:

0	A rank normally occupied solely by the library director and/or assistant and associate directors.
9	Rank unknown; or, there is confusion or controversy regarding how to code this individual's rank.
1	Lowest level in the rank structure.
2	Next highest level in the rank structure.
3-8	Successively higher levels in the rank structure. Highest number in this range should be equivalent to the highest rank in the library's structure (unless the highest rank is occupied solely by the director and/or assistant and associate directors).

The maximum number of ranks reported here should not exceed the maximum number of rank-levels reported in Part I for individual data under Rank Structure.

When counting the total number of rank levels, include ranks that may be unoccupied at the present time due to circumstances like unusually high turnover, hiring freezes, etc.

11. **Percent.** Change the 100% appointment to less than that **only** for part-time people. Enter percent with decimal points. For example, a 65% appointment would be entered as .65. To calculate the percent appointment, if less than 1.00, which stands for 100%, divide the months the employee works by the number of months considered to be the norm for full-time employment at your institution (or the number of hours per week an employee works by the number of hours per week considered to be the norm for full-time employment at your institution). For example, if a full-time appointment at your institution is 12 months, a 9-month part-time appointment would be .75, i.e. 75%. If a full-time appointment at your institution is 40 hours per week, an appointment at 30 hours per week is also .75. To calculate the percent appointment for an employee who works 30 hours a week and only for 9 months a year, when the norm for full-time employment is 40 hours a week and a 12-month appointment, multiply the percent appointment per week by the percent appointment per year, i.e. .75 x .75 = .56.

Please continue to enter data in additional categories.
(Shown on printed forms as the last 11 columns)

Instructions for Additional Categories

1. **Ethnicity:** U.S. university libraries, only, should indicate Hispanic or Latino ethnicity by coding 1 to indicate the presence of the characteristic (1=yes) and 0 to indicate its absence. The definition of Hispanic or Latino ethnicity is: A person of Cuban, Mexican, Puerto Rican, Cuban, South or Central American, or other Spanish culture or origin, regardless of race.

2. **Race:** U.S. university libraries, only, should indicate race by choosing one or more responses among the five racial categories provided here. The definitions of the five racial categories are:

American Indian or Alaska Native (NatAm): A person having origins in any of the original peoples of North and South America (including Central America) who maintains tribal affiliation or community attachment.

Asian (Asian): A person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian subcontinent including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam.

Black or African American (Black): A person having origins in any of the black racial groups of Africa.

Native Hawaiian or Other Pacific Islander (HawPI). A person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands.

White (White): A person having origins in any of the original peoples of Europe, the Middle East, or North Africa.

The presence or absence of a racial characteristics should be indicated by coding 1=yes and 0=no. You can select multiple racial categories for a person:

1= yes 0 = no American Indian or Native Alaska (AI/NA)
1= yes 0 = no Asian
1= yes 0 = no Black or African American
1= yes 0 = no Native Hawaiian or Other Pacific Islander (NH/OPI)
1= yes 0 = no White

INSTNO _______

ARL ANNUAL SALARY SURVEY 2001-02

UNIVERSITY LIBRARY QUESTIONNAIRE

Part I: Summary Data

Reporting Institution ______________________ Date Returned to ARL __________

Report Prepared by (name) ______________________

Title ______________________

Email address ______________________ Phone number __________

Contact person (if different) ______________________

Title ______________________

Email address ______________________ Phone number __________

1.	**Beginning Professional Salary**	**Main**	**Law**	**Medical**
	Beginning professional salary for 2001-02	_______	_____	_____

(Note: ARL will calculate the ***2001-02 median and average*** *professional salaries for your library from the individual data you supply in Part II of this questionnaire.)*

2. **Rank Structure**.

Indicate the number of levels in your institution's rank structure for professional librarians. You should report here the maximum number of rank levels, reported in Part II for individual data, under the Rank column.

_____ 1 level (i.e., no differentiated levels)

_____ 2 levels

_____ 3 levels

_____ 4 levels

_____ 5 levels

_____ more than 5 levels (please specify the number of levels: _____)

3. FOOTNOTES

3a. Please list which libraries are included in the data submitted for the "general" libraries. These can be main campus libraries or branch campus libraries.

3b. Please list which libraries are NOT included in the data submitted for the "general" libraries. These can be main campus libraries or branch campus libraries.

For your convenience, a copy of your library's footnotes as they appear in the published *ARL Annual Salary Survey 2000-01* is attached. Please indicate revisions, additions, and deletions as appropriate. If any footnotes published last year are unchanged, please mark them to indicate that they are still valid.

Please return the completed questionnaire to the
ARL Statistics and Measurement Program by **August 31, 2001.**
Please contact Mark Young at (202) 296-2296 or stats-ra@arl.org for assistance.

ARL ANNUAL SALARY SURVEY 2001-02
UNIVERSITY LIBRARY QUESTIONNAIRE
Part II: Individual Data

Reporting Library ____

Confidential *Detach before mailing to the ARL Office*									**Ethnicity**	**Race:**	**Race:**	**Race:**	**Race:**	**Race:**
Name/ID	Line	Salary	Job	Sex	OEO cat	Yrs Exp	Rank	% App	Hispanic or Latino	NatAm	Asian	Black	HawPI	White
	1													
	2													
	3													
	4													
	5													
	6													
	7													
	8													
	9													
	10													
	11													
	12													
	13													
	14													
	15													
	16													
	17													
	18													
	19													
	20													
	21													
	22													
	23													
	24													
	25													

Please duplicate this sheet if you need additional lines, and return the completed questionnaire to the ARL Statistics and Measurement Program by **August 31, 2001**.
Please contact Mark Young at (202) 296-2296 or stats-ra@arl.org for assistance.

NONUNIVERSITY LIBRARY

Questionnaire and Instructions

ARL ANNUAL SALARY SURVEY 2001-02

NONUNIVERSITY LIBRARY QUESTIONNAIRE

General Instructions for Completing the Questionnaire

1. This survey is concerned with the salaries of professional positions only. Since the criteria for determining professional status vary among libraries, there is no attempt to define the term "professional." Each library should report the salaries of those staff members it considers professionals, irrespective of membership in a collective bargaining unit, and including, when appropriate, staff who are not librarians in the strict sense of the term, such as systems analysts, budget officers, etc.

2. Salaries should be reported for all filled positions. Vacant positions should be excluded from your report.

3. Report 2001-02 salaries ***as they exist*** on July 1, 2001. If the library normally increases salaries at a date after July 1, and the salary as of that later date is known or can be estimated (within $100 or so) by the time the questionnaire is due to be returned, please use the higher salary and footnote the effective date and/or whether the reported figures are known or estimated. Please do not hold up the reporting process for later salary adjustments.

4. The Median Salary is the salary that has an equal number of salaries above it and below it. In those libraries with an even number of positions, the median salary is the average of the two salaries that have an equal number of salaries above and below them.

5. The Beginning Professional Salary is the salary that would be paid to a professional without experience, not necessarily the lowest professional salary paid. In reporting the beginning salary, please use a figure that is actually used or likely to be used for entry-level librarians hired by your library.

6. Salaries should be reported for both full-time and part-time professional positions. However, salaries for part-time positions should be converted to their full-time equivalents before reporting; do not report the actual part-time salary paid.

7. Salaries should normally be reported on a 12-month basis. If an appointment is for 9 or 10 months at the option of the employee, the actual salary paid should be increased to its 12-month equivalent. However, if appointments of less than 12 months are required by the employer, report the actual salary paid.

8. The salaries for all professional positions should be included, regardless of whether the salaries come from regular library budget funds or from special funds such as research grants.

9. The salary figures should be straight gross salary figures. Do not include fringe benefits.

10. Explanatory footnotes to the reported figures may be provided when necessary. Footnotes will be included in the published survey. (If you had footnotes in 2000-01, a copy is provided with this mailing for your reference.)

11. Provide the name of the reporting library and the name of the person who prepares the report.

12. Please return the questionnaire to the ARL Statistics and Measurement Program Office by **August 31, 2001.**

INSTNO ______

ARL ANNUAL SALARY SURVEY 2001-02

NONUNIVERSITY LIBRARY QUESTIONNAIRE

Part I: Summary Data

Reporting Institution ______________________________ Date Returned to ARL ____________

Report Prepared by (name)____

Title ____

Email address ______________________________ Phone number ____________

Contact person (if different) ____

Title ____

Email address ______________________________ Phone number ____________

1. Complete the table on the back of this sheet by indicating the number of filled or temporarily vacant professional positions in each salary range for fiscal years 2000-01 and 2001-02.

2. Median professional salary for fiscal year 2001-02. ____________________

3. Beginning professional salary for 2001-02. ____________________

4. Footnotes (please compare with footnotes from surveys of previous years)

   a. Law Library salaries are included.

      ____ Yes ____ No ____ We do not have a Law Library.

   b. Medical Library salaries are included.

      ____ Yes ____ No ____ We do not have a Medical Library.

   c. Branch libraries not included (please attach an additional sheet if necessary):

      ____

      ____

5. Other comments (please attach an additional sheet if necessary):

   ____

   ____

Indicate the number of filled professional positions
in each salary range for fiscal years 2000-01 and 2001-02.

	Number of Positions	
Salary Range	2000-01	2001-02
$200,000 or more		
175,000 – 199,999		
150,000 – 174,999		
140,000 – 149,999		
130,000 – 139,999		
120,000 – 129,999		
110,000 – 119,999		
100,000 – 109,999		
95,000 – 99,999		
90,000 – 94,999		
85,000 – 89,999		
80,000 – 84,999		
75,000 – 79,999		
70,000 – 74,999		
65,000 – 69,999		
60,000 – 64,999		
55,000 – 59,999		
50,000 – 54,999		
48,000 – 49,999		
46,000 – 47,999		
44,000 – 45,999		
42,000 – 43,999		
40,000 – 41,999		
38,000 – 39,999		
36,000 – 37,999		
34,000 – 35,999		
32,000 – 33,999		
30,000 – 31,999		
29,000 – 29,999		
28,000 – 28,999		
27,000 – 27,999		
26,000 – 26,999		
25,000 – 25,999		
24,000 – 24,999		
23,000 – 23,999		
22,000 – 22,999		
21,000 – 21,999		
Less than 21,000		
Total Number of Positions		

Please return the completed questionnaire to the
ARL Statistics and Measurement Program by **August 31, 2001.**
Please contact Mark Young at (202) 296-2296 or stats-ra@arl.org for assistance.

FOOTNOTES TO THE ARL ANNUAL SALARY SURVEY, 2001-02

INSTITUTION	NOTE
ALABAMA	Includes Gorgas, Bruno Business, Rodgers Science and Engineering, McLure Education, and Hoole Special Collections libraries.
ALBERTA	Includes H.T. Coutts Education Library, Bibliographic Services, Office of Staff Development and Training, Humanities & Social Services Library, Faculte Saint Jean Library, Winspear Business Reference Room, and Cameron Libraries (Cameron data includes Interlibrary Loans, Financial Systems and Analysis, Science & Technology Library, and Information Technology Services).
ARIZONA	Includes Main, Science Engineering, Center for Creative Photography, and Music and Architecture libraries.
ARIZONA STATE	Includes ASU East and ASU West, as well as Hayden, Noble Science and Engineering, Music, and the Architecture/Environmental Design libraries.
AUBURN	Includes the Auburn University Libraries (main campus).
BOSTON UNIVERSITY	Includes the Main, Theology, and Special Collections libraries.
BOSTON COLLEGE	Includes O'Neill, Bapst, Education Resource Center, Social Work, and Burn Rare Book libraries.
BOSTON PUBLIC	2000-01 Beginning professional salary revised to $32,329.
BRIGHAM YOUNG	Excludes the Law library.
BRITISH COLUMBIA	Includes Asian, David Lam Management, Education, Fine Arts, First Nations House of Learning, Walter C. Koerner, Main, Law, MacMillan, Mathematics, and Music libraries; the Science and Engineering and Special Collections Divisions; the University Archives; and the Life Science Libraries (Biomedical branch library, Hamber Library, St. Paul's Hospital Library, and Woodward Biomedical Library).
BROWN	Includes the John Carter Brown Library.
CALIFORNIA, BERKELEY	Includes the Doe (main), Moffitt (teaching), Bancroft (rare book), Anthropology, Art History/Classics, Astronomy-Mathematics-Statistics, M. Koshland (BioScience & Natural Resources), T.J. Long (Business & Economics), Chemistry, East Asian (including the Center for Chinese Studies), Earth Sciences, Education-Psychology, Kresge (Engineering), Environmental Design, Music, Northern Regional, Optometry, Physics, Public Health (including Health Sciences Information Services and Occupational & Environmental Health), and Social Welfare libraries. Excludes the Architectural Slide, Continuing Education of the Bar, Earthquake Engineering, Ethnic Studies, Giannini (Agricultural Economics), Governmental Studies, Industrial Relations, International Studies, Survey Research Center, Transportational Studies, Water Resources Center Archiva, and G.W. McEnerney (Law) libraries, as well as various departmental libraries; e.g., French, History, Philosophy, Rhetoric, and Slavic Languages and Literature. The beginning professional salary is for all librarians covered by the University of California bargaining unit negotiated in 2000.
CALIFORNIA, DAVIS	Includes the Peter J. Shields Library, the Physical Science and Engineering Library, the Carlton Health Sciences Library, and the Agricultural & Resource Economics Library on the Davis campus, as well as the Medical Center Library in Sacramento. The Head of Serials also serves as the Head of Cataloging. The beginning professional salary is for all librarians covered by the University of California bargaining unit negotiated in 2000.
CALIFORNIA, IRVINE	The beginning professional salary is for all librarians covered by the University of California bargaining unit negotiated in 2000.
CALIFORNIA, LOS ANGELES	The beginning professional salary is for all librarians covered by the University of California bargaining unit negotiated in 2000.

INSTITUTION	NOTE
CALIFORNIA, RIVERSIDE	Includes the Rivera and Science libraries.
	The beginning professional salary is for all librarians covered by the University of California bargaining unit negotiated in 2000.
CALIFORNIA, SAN DIEGO	Includes Art & Architecture, Computing & Instructional Services, Film and Video, International Relations & Pacific Studies, Music, Science & Engineering, Scripps Institution of Oceanography, and Social Sciences & Humanities libraries, as well as the Center for Magnetic Recording's Specials Collections branch.
	The beginning professional salary is for all librarians covered by the University of California bargaining unit negotiated in 2000.
CALIFORNIA, SANTA BARBARA	Includes main and Arts libraries.
	The beginning professional salary is for all librarians covered by the University of California bargaining unit negotiated in 2000.
CASE WESTERN RESERVE	Includes University and Harris libraries.
CHICAGO	Salaries for Law, Medical, and Science libraries are included in the reporting for the main library.
CINCINNATI	Includes main campus libraries and branch campuses at Clermont and Raymond Walters Colleges.
COLORADO	Includes Norlin, Music, Business, Math/Physics, Engineering, and Earth Sciences libraries.
	Colorado offers faculty members the option of choosing not to provide information on race/ethnicity.
COLORADO STATE	Includes main library and Atmospheric Science and Veterinary Medicine branches.
CONNECTICUT	Includes Storrs system (Babbidge, Map, Music, and Pharmacy libraries) and the Avery Point, Hartford, Stamford, Torrington, and Waterbury branch libraries.
	As a result of counting technology staff along with professional staff for the first time, the Law library doubled the number of filled positions reported since 2000-01.
	In the medical library, 5 grant-funded positions were eliminated in 2001, contributing to the sharp drop in filled positions reported in 2001-02.
CORNELL	Includes Africana, Engineering, Entomology, Fine Arts, Geneva Experiment Station, Hotel Administration, Management, Mann, Math, Music, ILR, Olin, Kroch, Uris, Physical Sciences, and Veterinary Medicine libraries.
DARTMOUTH	Includes Baker-Berny, Feldberg Business and Engineering, Kresge Physical Sciences, Cook Mathematics, Sherman Art, Paddock Music, Sanborn English, Rauner Special Collections, and the Dartmouth College Storage Library.
	Medical library data includes Dana Biomedical library and Matthews-Fuller Health Sciences Library.
DELAWARE	Includes Morris, Agriculture, Chemistry, Marine Studies, and Physics libraries.
	Excludes the salaries of libraries not reporting directly to the Director of Libraries.
DUKE	Includes Perkins; Lilly; Vesic Library for Engineering, Mathematics and Physics; Biological and Environmental Sciences; Music; and Rare Book, Manuscript and Special Collections libraries. Also includes libraries of the Fuqua School of Business and the Divinity School, which are independent and separately administered; and the Chemistry library, which was inadvertently excluded from the 2000-01 Footnotes.
EMORY	Includes Woodruff, Oxford College, and Theology libraries.
	All salaries effective September 1, 2001.

INSTITUTION	NOTE
	Rank structure used in Woodruff libraries only.
FLORIDA	Includes all branch campus libraries.
FLORIDA STATE	Includes Strozier, Dirac Science, Goldstein Information Studies, Music, and Career Center libraries.
GEORGE WASHINGTON	Includes Gelman, Eckles, and Virginia campus libraries.
	The Law library has a beginning professional salary of $46,000 for faculty with a JD degree, and $38,000 for those without a JD.
GEORGETOWN	Includes Reiss Science, Woodstock Theological, and Bioethics libraries, as well as the National Center for Education in Maternal and Child Health Library.
	Each library in the Georgetown system has a different ranking structure.
GEORGIA	Includes Main and Science libraries and the experiment station libraries in Griffin, GA and Tifton, GA.
GUELPH	Includes McLaughlin and Veterinary Science libraries.
	In past years, Guelph reported individual data for all librarians but only for those non-librarian professional staff who were members of the senior managerial group ("Chief Librarian's Council"). To bring the data reporting more in line with Salary Survey practice, Guelph data this year includes an additional 8 non-librarian staff who are members of the University's "professional Staff Association." This group includes staff categories such as systems analyst, media specialist and budget officers.
	Individual rank data is only included for Librarians.
HARVARD	Includes all libraries on the Boston and Cambridge campuses, including the Schlesinger Library at Radcliffe College.
	Excludes Biblioteca Berenson in Florence, Italy, and Center for Hellenic Studies and Dumbarton Oaks libraries in Washington, D.C.
HAWAII	Salary data reflects bargaining unit increase effective August 1, 2001.
HOUSTON	Includes M.D. Anderson, Optometry, Architecture and Art, Music, and Pharmacy libraries.
	Law library salaries effective November 1, 2001.
ILLINOIS, CHICAGO	Salaries effective September 1, 2001.
	The beginning professional salary is $34,000 for first-year Resident Librarians, and $38,000 for tenure-track positions.
INDIANA	Excludes the Indianapolis School of Law, Dentistry and Medicine Library; IUPUI University Library; Herron School of Art Library, Columbus Library, and Science & Engineering Library; and other campus libraries at IU-East, IU-Kokomo, IU-Northwest, IU-Southeast, IU-South Bend, and IUPU at Fort Wayne.
JOHNS HOPKINS	Includes the Sheridan Libraries, the Welch Medical Library, and the Friedheim and Mason libraries.
	Excludes Applied Physics Laboratory and School of Advanced Internatioal Studies in Bologna, Italy.
	Figures from the Welch Medical Library include data from the Lilienfield Library in the School of Hygiene and Public Health.
	Figures from the Welch Medical Library do not include the Genome Database or the Welch Laboratory for Applied Bioinformatics.
KANSAS	Salaries reported for the main library include the Lawrence and Edwards campuses. Salaries reported for the medical library include the Dykes Library.

INSTITUTION	NOTE
	Excludes the University of Kansas School of Medicine Library in Wichita, KS and the Clendening History of Medicine Library in Kansas City, KS.
KENT STATE	Includes the Main Library and the departmental libraries on the Kent campus, and all libraries on the 7 regional campuses.
KENTUCKY	Includes William T. Young, Architecture, Chemistry/Physics, Education, Engineering, Equine Center, Geology Sciences, Kentucky Transportation Center, Lexmark Technical, Lucille Little Fine Arts, and Mathematical Sciences libraries; the Agriculture and Business & Economic Information Centers; and the Communications Reading Room.
LIBRARY OF CONGRESS	Salaries include professional and administrative positions.
LOUISIANA STATE	Includes School of Veterinary Medicine.
McGILL	Includes Blackader-Lauterman, Blacker Wood Biology, Education, Edward Rosenthall Mathematics & Statistics, Health Sciences, Howard Ross Management, Humanities & Social Sciences, Islamic Studies, Nahum Gelber Law, Macdonald Campus, Marvin Duchow Music, Osler, Physical Sciences & Engineering, and W. Hitschfeld Geographic Information Centre libraries; and the Birks Reading Room.
	Beginning Professional Salary is Can$30,760 for Sessional Librarians.
McMASTER	Salaries include an increase effective September 16, 2001.
MANITOBA	Includes Elizabeth Dafoe, Albert D. Cohen Management, Sciences & Technology, Architecture/Fine Arts, Eckhardt-Grammate Music, William R. Newman Agriculture, D.S. Woods Education, Fr. Harold Drake, and St. John's College Libraries.
MARYLAND	Includes main campus library and all branch campuses.
MASSACHUSETTS	Includes DuBois, Biological Sciences, and the Physical Sciences and Engineering libraries.
	Excludes the School of Management Reading Room.
MIAMI	Includes Richter, Music, Business, Architecture, and Marine Science libraries.
	Excludes Law and Medical libraries.
MICHIGAN	Includes Film and Video, Fine Arts, Music, Media Union, Graduate, Foster, Map, Social Work, Asia, Science, Museums, Special Collections, Undergraduate, and Biological Station libraries.
	Excludes Kresge Business Administration, Clements, Bentley, and Gerald Ford Presidential libraries.
MINNESOTA	Does not track race and ethnicity at this time.
MISSOURI	Law library does not list a beginning professional salary.
MONTREAL	Includes Acquisitions, Adminstrative Services, Botany, Cataloging, Chemistry, Collection Development, Education, Environmental Design, Geography, Humanities and Social Sciences, Interlibrary Loan, Library and Information Sciences, Mathematics and Computer Sciences, Music, Physics, Rare Books and Special Collections, and Systems office libraries; and the Ecole Polytechique and Ecole Des Hautes Etudes Commerciales branch libraries.
	Medical includes Health, Kinesiology, Paramedics, and Veterinary libraries.
NATIONAL AGRICULTURAL LIBRARY	All salaries are tracked with benefits.
NEW MEXICO	Excludes Bainbridge Bunting Slide Library, College of Education Tireman Education Resource Center, Harwood Foundation, Native American Studies Center Library, Gallup Branch Campus Library, Los Alamos Branch Campus Library, Santa Fe Graduate Center Library, Taos Education Center, and Valencia Branch Campus.
	The UNM Health Sciences Center Library, the UNM Law School Library, and the UNM General Library are autonomous libraries, administered and funded

INSTITUTION	NOTE
	separately from one another.
	The Medical library was mistakenly listed with 18 filled positions in 2000-01. The correct figure is 9.
	Notes on the four-step rank: 1 = lecturer, 2 = assistant professor, 3 = associate professor, 4 = professor.
NEW YORK PUBLIC LIBRARY	Excludes positions at branch libraries.
NEW YORK UNIVERSITY	Includes Elmer Holmes Bobst, Courant Institute of Mathematics, Jack Brause Real Estate, and Institute of Fine Arts libraries.
NORTH CAROLINA	In the Law library, the Head of Reference is also the Head of Circulation.
NORTH CAROLINA STATE	Includes the Design, Natural Resources, Textiles, and Veterinary Medicine libraries on the main and branch campuses, and the separately administered Learning Resources library.
NORTHWESTERN	Includes the main library, the Science and Engineering libraries, and the Schaffner Library.
NOTRE DAME	Includes both campus and branch libraries.
OHIO	Excludes the Eastern, Southern, Lancaster, Chillicothe, and Zanesville branch campus libraries.
OHIO STATE	Includes the main campus and regional campus libraries as well as the libraries of the Agricultural Research and Development Center.
	Excludes several specialized departmental research libraries on the main campus that are not part of the University libraries system.
OKLAHOMA STATE	Includes main campus libraries: Edmon Low, Architecture, Curriculum Materials, Patent and Trademark, and Veterinary Medicine. Also included are branch campus libraries in Tulsa, Oklahoma City and Okmulgee.
	Medical library figures are for the College of Osteopathic Medicine library.
	The Library faculty on the main campus received a salary increase averaging 3% effective October 1, 2001. Increases for each person will be based upon merit and certain other variables.
OREGON	Includes the Knight, Science & Math, Architecture & Allied Arts, and Map & Aerial Photography libraries.
PENNSYLVANIA	Includes the main, Engineering, Music, Chemistry, Mathematics/Astronomy, Fine Arts, Rare Books, and Museum libraries.
PENNSYLVANIA STATE	Includes main campus and branches at Abington College, Altoona College, Beaver, Behrend College, Berks-Lehigh Valley College, Capital College, Delaware County, DuBois, Fayette, Penn State Great Valley, Hazelton, Wilkes-Barre, Worthington Station and York.
PITTSBURGH	Includes the entire University Library System.
	Excludes branch campus libraries in Titusville, Johnstown, Bradford, and Greensburg.
PRINCETON	Includes East Asian, Archives, Public and International Affairs Population Research, Music, Architecture, Astrophysics, Biology, Chemistry, Engineering, Plasma Physics, Psychology, and Art and Archeology libraries.
	Excludes Slide Library and the Video library.
PURDUE	Includes the library system on the West Lafayette campus consisting of 15 departmental libraries under a single library management.
	Excludes regional campus libraries: Purdue Calumet, Purdue North Central, and Purdue Fort Wayne.
QUEEN'S	Includes Stauffer, Douglas, W.D. Jordan, Art and Education libraries.

INSTITUTION	NOTE
	Salaries reported do not include Academic Stipends allocated to Department Heads.
ROCHESTER	Includes River Campus Libraries, Edward G. Miner Medical Library and Sibley Music Library.
RUTGERS	Includes the New Brunswick Libraries (Alexander, Mabel Smith Douglass, Kilmer Area, and the Library of Science and Medicine and its branches), the John Cotton Dana Library, the Paul Robeson Library, and the Technical and Automated Services library.
	Excludes the School of Management and Labor Relations and the Center for Alcohol Studies libraries.
SASKATCHEWAN	Salary figures are as of July 1, 2001.
SOUTH CAROLINA	Includes Thomas Cooper, Music, Math, Business, and South Caroliana libraries.
	Excludes all branch campus libraries.
SOUTHERN CALIFORNIA	Excludes Law and Dental libraries.
STANFORD	Number of filled positions in 2000-01 was inadvertently listed as 0; the revised figure is 93.
	Since 2000-01, years of experience have not been recorded.
SUNY ALBANY	Includes Main, Science, and Dewey Graduate libraries.
	Rank structure has the following levels: Assistant Librarian, Senior Assistant Librarian, Associate Librarian, Librarian, and Distinguished Librarian.
SUNY BUFFALO	Includes University Archives, Central Technical Services, General Libraries Access Services, and Lockwood Memorial, Music, Poetry/Rare Books, Undergraduate, Architecture and Planning, and Science and Engineering libraries.
SYRACUSE	Includes E.S. Bird, Science and Technology, Mathematics, and Geology and Physics libraries, and the Belfer Audio Archive and Laboratory.
TENNESSEE	Includes main and branch libraries.
TEXAS	Includes the Center for American History, the Harry Ransom Humanities Research Center, and the General libraries.
TEXAS A&M	Medical library salaries are effective September 1, 2001.
TEXAS TECH	Includes the University library; the Architecture, Southwest/Special Collections, and International Cultural Center libraries; and the University Archives.
	Health Sciences library has 4 levels in their rank structure.
TORONTO	Includes Robarts, Engineering, OISE, Dentistry, Chemistry, School of Management, Physics, Faculty of Information Services, Audio-Visual, Scarborough College, Astronomy, Rare Book, Criminology, Music, University Archives, St. Michael's College, New College, Earth Sciences, East Asian Library, Erindale (at Mississauga), and the Centre for Industrial Relations libraries.
UTAH	Includes Marriott Library.
VANDERBILT	Includes the Central, Divinity, Education, Management, Music, Science and Engineering libraries, the Special Collections/University Archives, and Centralized Technical Services.
VIRGINIA	Includes branches: Alderman, Clemons, Education, Fine Arts, Music, Science and Engineering.
WASHINGTON	Includes the University Libraries on the Seattle Campus.

INSTITUTION	NOTE
	Excludes campus libraries at UW-Bothell and UW-Tacoma.
WASHINGTON STATE	Includes Pullman, Spokane, Tri-Cities, Vancouver, Intercollegiate Center for Nursing Education, and the WSU Energy library.
WASHINGTON U.-ST. LOUIS	Includes Central, Art and Architecture, Biology, Business, Chemistry, East Asian, Earth and Planetary Sciences, Mathematics, Music, Physics, and Social Work.
WATERLOO	Includes Dana Porter, Davis Centre, and University Map and Design libraries.
WAYNE STATE	Includes Science and Engineering, Purdy/Kresge, Undergraduate, and Oakland Center libraries.
	Excludes Reuther Archives of Labor and Urban Affairs.
WESTERN ONTARIO	Includes D.B. Weldon, Business, Education, Music, and Allyn and Betty Taylor libraries.
	Allyn and Betty Taylor Library supports the Faculties of Medicine and Dentistry, Science, Engineering and Applied Health Science. These libraries were previously disaggregated and reported as the Medical library system, in 2001-02, for the first time, they are not.
	Excludes Brescia College, Huron College, and King's College libraries.
WISCONSIN	Includes the General Library System: Memorial, College-Undergraduate, Art, Biology, Business, Chemistry, Geography, Geology and Geophysics, Mathematics, Music, Physics, Social Science Reference, Social Work, and Steenbock Agricultural and Life Sciences. Also includes Wendt Engineering Library.
YALE	Includes Main library and 22 branch libraries.
YORK	Includes Archives and Special Collections. Business and Government Publications, Leslie Frost, Law, Map, Scott, Sound and Moving Image, and Steacie Science libraries.
	Salary data includes administrative stipends.

APPENDIXES

APPENDIX A
ARL MEMBER LIBRARIES

The Association of Research Libraries (ARL) represents the interests of 123 libraries that serve major North American research institutions. ARL operates as a forum for the exchange of ideas and as an agent for collective action to influence the forces affecting the ability of these libraries to meet the future needs of scholarship. The ARL Statistics and Measurement program is organized around identifying, collecting, analyzing, and distributing quantifiable information describing the characteristics of research libraries. The program offers publications and special member services, and collaborates with other national and international library statistics programs. Data collected include salaries, library holdings, expenditures, staff, interlibrary lending, and preservation activities.

Institution	Category	Full Name of Institution	Location
Alabama	S	University of Alabama	Tuscaloosa, Alabama
Alberta	C	University of Alberta	Edmonton, Alberta
Arizona	S	University of Arizona	Tucson, Arizona
Arizona State	S	Arizona State University	Tempe, Arizona
Auburn	S	Auburn University	Auburn, Alabama
Boston	P	Boston University	Boston, Massachusetts
Boston College	P	Boston College	Chestnut Hill, Massachusetts
Brigham Young	P	Brigham Young University	Provo, Utah
British Columbia	C	University of British Columbia	Vancouver, British Columbia
Brown	P	Brown University	Providence, Rhode Island
California, Berkeley	S	University of California, Berkeley	Berkeley, California
California, Davis	S	University of California, Davis	Davis, California
California, Irvine	S	University of California, Irvine	Irvine, California
California, Los Angeles	S	University of California, Los Angeles	Los Angeles, California
California, Riverside	S	University of California, Riverside	Riverside, California
California, San Diego	S	University of California, San Diego	La Jolla, California
California, Santa Barbara	S	University of California, Santa Barbara	Santa Barbara, California
Case Western Reserve	P	Case Western Reserve University	Cleveland, Ohio
Chicago	P	University of Chicago	Chicago, Illinois
Cincinnati	S	University of Cincinnati	Cincinnati, Ohio
Colorado	S	University of Colorado	Boulder, Colorado
Colorado State	S	Colorado State University	Fort Collins, Colorado
Columbia	P	Columbia University	New York, New York
Connecticut	S	University of Connecticut	Storrs, Connecticut
Cornell	P	Cornell University	Ithaca, New York
Dartmouth	P	Dartmouth College	Hanover, New Hampshire
Delaware	S	University of Delaware	Newark, Delaware
Duke	P	Duke University	Durham, North Carolina
Emory	P	Emory University	Atlanta, Georgia
Florida	S	University of Florida	Gainesville, Florida
Florida State	S	Florida State University	Tallahassee, Florida
George Washington	P	George Washington University	Washington, D.C.
Georgetown	P	Georgetown University	Washington, D.C.
Georgia	S	University of Georgia	Athens, Georgia
Georgia Tech	S	Georgia Institute of Technology	Atlanta, Georgia
Guelph	C	University of Guelph	Guelph, Ontario
Harvard	P	Harvard University	Cambridge, Massachusetts
Hawaii	S	University of Hawaii	Honolulu, Hawaii
Houston	S	University of Houston	Houston, Texas
Howard	P	Howard University	Washington, D.C.
Illinois, Chicago	S	University of Illinois at Chicago	Chicago, Illinois
Illinois, Urbana	S	University of Illinois at Urbana	Urbana, Illinois
Indiana	S	Indiana University	Bloomington, Indiana
Iowa	S	University of Iowa	Iowa City, Iowa
Iowa State	S	Iowa State University	Ames, Iowa
Johns Hopkins	P	Johns Hopkins University	Baltimore, Maryland
Kansas	S	University of Kansas	Lawrence, Kansas
Kent State	S	Kent State University	Kent, Ohio
Kentucky	S	University of Kentucky	Lexington, Kentucky
Laval	C	Laval University	Quebec
Louisiana State	S	Louisiana State University	Baton Rouge, Louisiana
Louisville	S	University of Louisville	Louisville, Kentucky
McGill	C	McGill University	Montreal, Quebec
McMaster	C	McMaster University	Hamilton, Ontario
Manitoba	C	University of Manitoba	Winnipeg, Manitoba
Maryland	S	University of Maryland	College Park, Maryland
Massachusetts	S	University of Massachusetts	Amherst, Massachusetts

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S=U.S. public university P=U.S. private university N=U.S. nonuniversity library C=Canadian university X=Canadian nonuniversity

Institution	Category	Full Name of Institution	Location
MIT	P	Massachusetts Institute of Technology	Cambridge, Massachusetts
Miami	P	University of Miami	Coral Gables, Florida
Michigan	S	University of Michigan	Ann Arbor, Michigan
Michigan State	S	Michigan State University	East Lansing, Michigan
Minnesota	S	University of Minnesota	Minneapolis, Minnesota
Missouri	S	University of Missouri	Columbia, Missouri
Montreal	C	Universite de Montreal	Montreal, Quebec
Nebraska	S	University of Nebraska-Lincoln	Lincoln, Nebraska
New Mexico	S	University of New Mexico	Albuquerque, New Mexico
New York	P	New York University	New York, New York
North Carolina	S	University of North Carolina	Chapel Hill, North Carolina
North Carolina State	S	North Carolina State University	Raleigh, North Carolina
Northwestern	P	Northwestern University	Evanston, Illinois
Notre Dame	P	University of Notre Dame	Notre Dame, Indiana
Ohio	S	Ohio University	Athens, Ohio
Ohio State	S	Ohio State University	Columbus, Ohio
Oklahoma	S	University of Oklahoma	Norman, Oklahoma
Oklahoma State	S	Oklahoma State University	Stillwater, Oklahoma
Oregon	S	University of Oregon	Eugene, Oregon
Pennsylvania	P	University of Pennsylvania	Philadelphia, Pennsylvania
Pennsylvania State	S	Pennsylvania State University	University Park, Pennsylvania
Pittsburgh	S	University of Pittsburgh	Pittsburgh, Pennsylvania
Princeton	P	Princeton University	Princeton, New Jersey
Purdue	S	Purdue University	West Lafayette, Indiana
Queen's	C	Queen's University	Kingston, Ontario
Rice	P	Rice University	Houston, Texas
Rochester	P	University of Rochester	Rochester, New York
Rutgers	S	Rutgers University	New Brunswick, New Jersey
Saskatchewan	C	University of Saskatchewan	Saskatoon, Saskatchewan
South Carolina	S	University of South Carolina	Columbia, South Carolina
Southern California	P	University of Southern California	Los Angeles, California
Southern Illinois	S	Southern Illinois University	Carbondale, Illinois
Stanford	P	Stanford University	Stanford, California
SUNY-Albany	S	The University at Albany, State University of New York	Albany, New York
SUNY-Buffalo	S	The University at Buffalo, State University of New York	Buffalo, New York
SUNY-Stony Brook	S	State University of New York at Stony Brook	Stony Brook, New York
Syracuse	P	Syracuse University	Syracuse, New York
Temple	S	Temple University	Philadelphia, Pennsylvania
Tennessee	S	University of Tennessee	Knoxville, Tennessee
Texas	S	University of Texas	Austin, Texas
Texas A&M	S	Texas A&M University	College Station, Texas
Texas Tech	S	Texas Tech	Lubbock, Texas
Toronto	C	University of Toronto	Toronto, Ontario
Tulane	P	Tulane University	New Orleans, Louisiana
Utah	S	University of Utah	Salt Lake City, Utah
Vanderbilt	P	Vanderbilt University	Nashville, Tennessee
Virginia	S	University of Virginia	Charlottesville, Virginia
Virginia Tech	S	Virginia Polytechnic Institute & State University	Blacksburg, Virginia
Washington	S	University of Washington	Seattle, Washington
Washington State	S	Washington State University	Pullman, Washington
Washington U.-St. Louis	P	Washington University	St. Louis, Missouri
Waterloo	C	University of Waterloo	Waterloo, Ontario
Wayne State	S	Wayne State University	Detroit, Michigan
Western Ontario	C	University of Western Ontario	London, Ontario
Wisconsin	S	University of Wisconsin	Madison, Wisconsin
Yale	P	Yale University	New Haven, Connecticut
York	C	York University	North York, Ontario
Boston Public Library	N	Boston Public Library	Boston, Massachusetts
Canada Inst. SciTech Info	X	Canada Inst. for Scientific & Technical Information	Ottawa, Ontario
Center for Research Libs.	N	Center for Research Libraries	Chicago, Illinois
Library of Congress	N	Library of Congress	Washington, D.C.
Natl. Agricultural Lib.	N	National Agricultural Library	Beltsville, Maryland
Natl. Library of Canada	X	National Library of Canada	Ottawa, Ontario
Natl. Library of Medicine	N	National Library of Medicine	Bethesda, Maryland
New York Public Library	N	New York Public Library	New York, New York
New York State Library	N	New York State Library	Albany, New York
Smithsonian Institution	N	Smithsonian Institution	Washington, D.C.

S=U.S. public university P=U.S. private university N=U.S. nonuniversity library C=Canadian university X=Canadian nonuniversity

APPENDIX B

TABLE NUMBERING CHANGES 1998-99 TO 1999-2000

From 1998-99 to 1999-2000 a number of new tables were added to *ARL Annual Salary Survey* publication and some old tables were renumbered. As a result of these changes, a new section was added, entitled **U.S. ARL University Libraries**, which includes Tables 26 and 29. Two new tables showing averages for all U.S. and Canadian institutions were also included as Table 3 and Table 4. The table below maps the old table-numbering scheme to the new one for purposes of comparison.

Old	New	
		SALARY LEVELS FOR STAFF IN ARL LIBRARIES
1	1	Distribution by Salary Level
12	2	Salary Trends in ARL University Libraries
N/A	3	Salary Trends in U.S. ARL University Libraries
N/A	4	Salary Trends in Canadian ARL University Libraries
		ARL NONUNIVERSITY LIBRARIES
2	5	Median and Beginning Professional Salaries in ARL Nonuniversity Libraries
3	6	Salary Trends in ARL Nonuniversity Libraries
		ARL UNIVERSITY LIBRARIES
4	7	Filled Positions; Average, Median, Beginning Professional Salaries; And Average Years of Professional Experience in ARL University Libraries, FY 1999-2000
5	8	Beginning Professional Salaries in ARL University Libraries; Rank Order Table, FY 1998-99
6	9	Beginning Professional Salaries in ARL University Libraries; Rank Order Table, FY 1999-2000
7	10	Median Professional Salaries in ARL University Libraries; Rank Order Table, FY 1998-99
8	11	Median Professional Salaries in ARL University Libraries; Rank Order Table, FY 1999-2000
9	12	Average Professional Salaries in ARL University Libraries; Rank Order Table, FY 1998-99
10	13	Average Professional Salaries in ARL University Libraries; Rank Order Table, FY 1999-2000
11	14	Average, Median, and Beginning Professional Salaries in ARL UniversityLibraries; Summary of Rankings, FYs 1996-97 to 1999-2000
13	15	Distribution of Professional Staff in ARL University Libraries by Salary and Position, FY 1999-2000
14	16	Distribution of Professional Staff in ARL University Libraries by Salary, Sex, and Position, FY 1999-2000
15	17	Number and Average Salaries of ARL University Librarians by Position and Sex, FY 1999-2000
17	18	Number and Average Years of Experience of ARL University Librarians by Position and Sex, FY 1999-2000
19	19	Number and Average Salaries of ARL University Librarians by Years of Experience and Sex, FY 1999-2000
21	20	Average Salaries of ARL University Librarians by Years of Experience, FY 1999-2000
22	21	Number and Average Salaries of ARL University Librarians by Position and Type of Institution, FY 1999-2000
22b	22	Years of Experience of ARL University Librarians by Position and Type of Institution, FY 1999-2000
23	23	Number and Average Salaries of ARL University Librarians by Position and Size of Professional Staff, FY 1999-2000
23b	24	Years of Experience of ARL University Librarians by Position and Size of Professional Staff, FY 1999-2000
24	25	Average Salaries of ARL University Librarians by Position and Geographic Region, FY 1999-2000

Old	New	
		U.S. ARL UNIVERSITY LIBRARIES
N/A	26	Average Salaries of U.S. ARL University Librarianss by Position and Years of Expereince, FY 1999-2000
16	27	Number and Average Salaries of Minority U.S. ARL University Librarians by Position and Sex, FY 1999-2000
18	28	Number and Average Years of Experience of Minority U.S. ARL University Librarians by Position and Sex, FY 1999-2000
N/A	29	Number and Average Salaries of U.S. ARL University Librarians by Years of Experience and Sex, FY 1999-2000
20	30	Number and Average Salaries of Minority U.S. ARL University Librarians by Years of Experience and Sex, FY 1999-2000
		CANADIAN ARL UNIVERSITY LIBRARIES
25	31	Filled Positions; Average, Median, and Beginning Professional Salaries; and Average Years of Professional Experience in Canadian ARL University Libraries, FY 1999-2000
26	32	Number and Average Salaries of Canadian ARL University Librarians by Position and Sex, FY 1999-2000
27	33	Number and Average Years of Experience of Canadian ARL University Librarians by Position and Sex, FY 1999-2000
28	34	Number and Average Salaries of Canadian ARL University Librarians by Years of Experience and Sex, FY 1999-2000
		ARL UNIVERSITY MEDICAL LIBRARIES
29	35	Filled Positions; Average, Median, Beginning Professional Salaries; and Average Years of Professional Experience in ARL University Medical Libraries, FY 1999-2000
30	36	Beginning Professional Salaries in ARL University Medical Libraries; Rank Order Table, FY 1999-2000
31	37	Median Professional Salaries in ARL University Medical Libraries; Rank Order Table, FY 1999-2000
32	38	Average Professional Salaries in ARL University Medical Libraries; Rank Order Table, FY 1999-2000
33	39	Number and Average Salaries of ARL University Medical Librarians by Position and Sex, FY 1999-2000
34	40	Number and Average Years of Experience of ARL University Medical Librarians by Position and Sex, FY 1999-2000
35	41	Number and Average Salaries of ARL University Medical Librarians by Years of Experience and Sex, FY 1999-2000
		ARL UNIVERSITY LAW LIBRARIES
36	42	Filled Positions; Average, Median, Beginning Professional Salaries; and Average Years of Experience in ARL University Law Libraries, FY 1999-2000
37	43	Beginning Professional Salaries in ARL University Law Libraries; Rank Order Table, FY 1999-2000
38	44	Median Professional Salaries in ARL University Law Libraries; Rank Order Table, FY 1999-2000
39	45	Average Professional Salaries in ARL University Law Libraries; Rank Order Table, FY 1999-2000
40	46	Number and Average Salaries of ARL University Law Librarians by Position and Sex, FY 1999-2000
41	47	Number and Average Years of Experience of ARL University Law Librarians by Position and Sex, FY 1999-2000
42	48	Number and Average Salaries of ARL University Law Librarians by Years of Experience and Sex, FY 1999-2000

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